

We encourage our people to bring their authentic selves to work every day

Gender pay gap report 2019

SUMITOMO MITSUI BANKING CORPORATION EUROPE LIMITED



Diversity & Inclusion



Stanislas Roger

Deputy CEO, SMBCE, and
Chair, Diversity & Inclusion Steering Committee

Hello,

At SMBC Group, our commitment to diversity and inclusion is an integral part to our business plans and our internal EMEA culture statements, which set out our standards and expectations for employees and management.

In June 2016, I was appointed chair of the Diversity & Inclusion Steering Committee and it is in this capacity that I am responsible for signing the SMBCE Gender Pay Gap Report 2019.

Following the release of our last two reports, I am pleased to report that our gender pay gap continues to decrease. This year the decrease is in both mean (-1.4%) and median (-2.2%) terms.

I do not underestimate the significant challenges that remain and work required to reduce our existing pay and bonus gap further. In this report, I will share some of the plans we have put in place to continue to address the gap.

In 2017, we also signed the HM Treasury Women in Finance Charter and set the target to increase senior female representation to 30% by March 2022. I am also pleased to see that the proportion of women in senior roles has risen from 22.7% in March 2017 to 27.7% in July 2019. I believe that by continuing to address the gender balance at senior levels, we will further reduce our gender pay gap.





In this report, you can learn about

- Our 2019 gender pay gap report data
- Key diversity and inclusion initiatives that will further support gender diversity at SMBC.

2019 Data

Mean and median gender pay gap

The 2019 figures show a decrease in the gender pay gap mean and median and a small increase in the gender bonus gap mean and median.

	April 2019	April 2018
Gender pay gap		
mean	 33.6%	35.0%
median	 30.1%	32.3%
Gender bonus gap		
mean	 46.9%	46.8%
median	 63.6%	62.2%

Data summary

In accordance with regulation, the data contained in this report are for all UK-based SMBCE employees at the snapshot date of 5 April 2019.

Key points

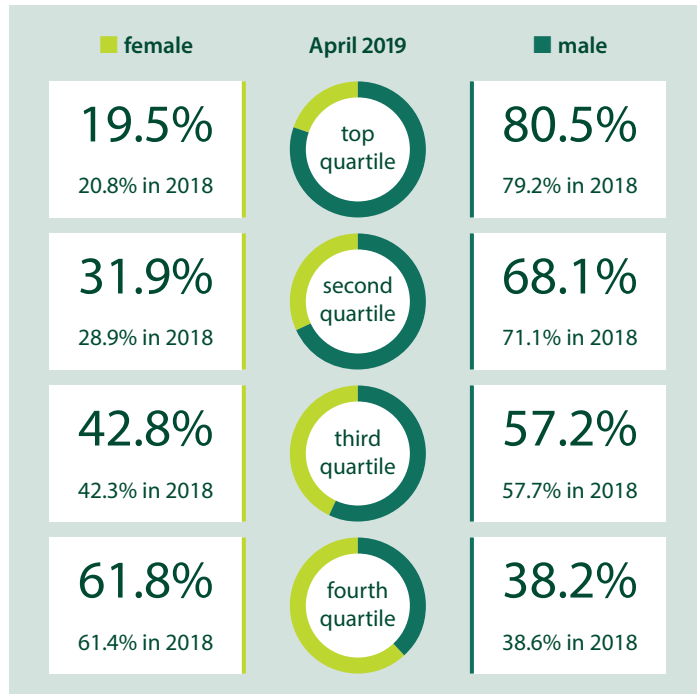
- The SMBCE 2019 gender pay gap has decreased in both mean (↓%) and median (↓%) calculations
- The gender bonus gap mean and median have slightly increased (↑%)
- The proportion of female employees in the top pay quartile has decreased by 1.3% between 2018 (20.8%) and 2019 (19.5%) due to senior male hires
- The proportion of female employees has slightly increased in all other quartiles.

Our historic reported figures have been amended to reflect the results of an external review process commissioned by us to ensure that we are consistent with best practice regarding gender pay gap reporting.

2019 Data

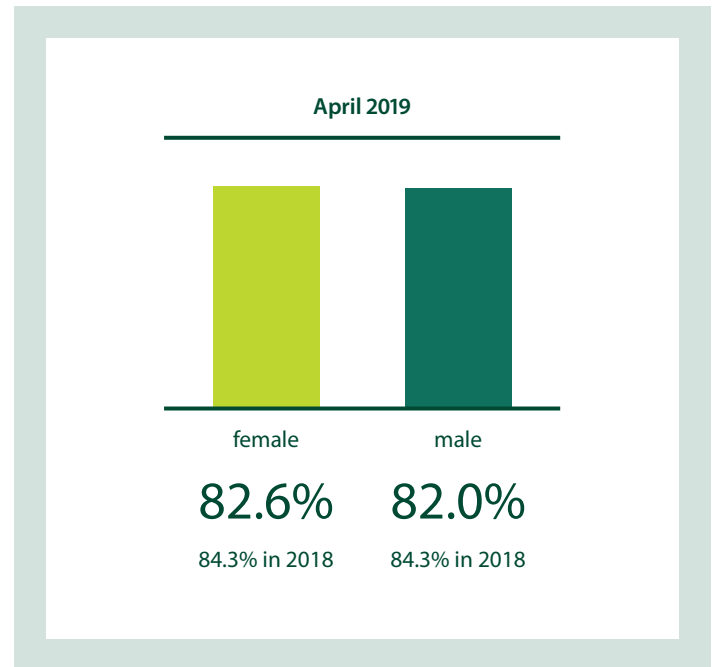
Proportion of employees in each pay quartile

The follow charts show the gender split for each quartile of the SMBCE population, if all staff were ranked from highest to lowest hourly pay.



Proportion of employees receiving a bonus

The figures below show the proportion of staff who received a bonus in June 2018 that were employed as of April 2019. This reflects all hiring from 1 March 2018 to 4 April 2019.



Signature Actions

Committed to the Women in Finance Charter

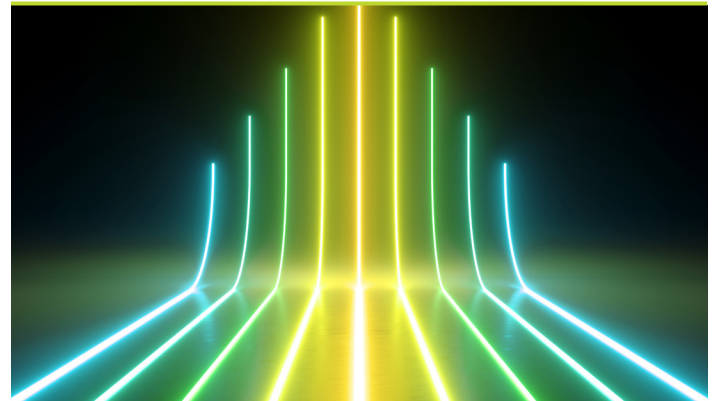
SMBCE signed the Women in Finance Charter in February 2017 and set the target to increase senior female representation to a minimum of 30% by March 2022.



Building a diverse and inclusive workplace

To continue to attract, develop and retain diverse talent, here are some of the actions that we have taken so far:

- Senior management have departmental gender diversity targets which are measured monthly
- All new joiners complete inclusion and respect training
- 36 female vice presidents and directors from SMBC Group EMEA have so far completed our Elevate leadership programme
- We launched a Mentoring Circle programme for Elevate alumni in 2018 and so far 20 female directors have participated
- A new agile working policy was launched in the UK in November 2018, and has since been expanded across seven more countries in EMEA.



Signature Actions

Collaboration with our employee networks

SMBC Group's employee-led networks, Balance and Niji, operating under the umbrella of DRIVE, continue to thrive. Achievements this year include the launch of a networking initiative called Collaborate and multiple oversubscribed events and seminars.

Our Women's Inclusion Network has recently been renamed Balance to focus on supporting gender balance more broadly.



An expanded diversity and inclusion strategy

A new strategy to expand the diversity and inclusion focus areas was launched in September 2019 and includes some signature new initiatives:

- An expanded focus to become disability confident, and build inclusion strategies to support ethnicity, nationality, generational diversity, sexual orientation and gender identity and expression
- A recruitment review to ensure our process, assessment and selection approach enables us to source and hire diverse talent across our markets
- Joining the Stonewall Global Diversity Champions programme, led by our Niji network
- The creation of new country D&I councils to embed local D&I initiatives in our largest local markets, such as France, Germany and the Middle East.

