



2019 Gender Pay Gap Report

The Bank of China (UK) Limited recognises the importance of having an inclusive and diverse workforce.

We are confident that our pay structure is equal for those undertaking equivalent jobs within the Bank. We recognise that when we analyse the pay balance of males and females across the structure of the workforce we have a 28.50% pay gap.

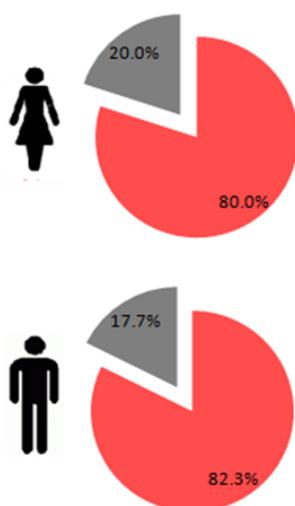
Gender pay gap difference between men & women:

	Mean	Median
Pay Gap	28.50%	31.69%
Bonus Gap	32.72%	38.78%

We define the gender pay gap as the differences between the **mean** and **median** hourly rate of pay that male and females received between 6 April 2018 and 5 April 2019 and the bonus paid annually in March.

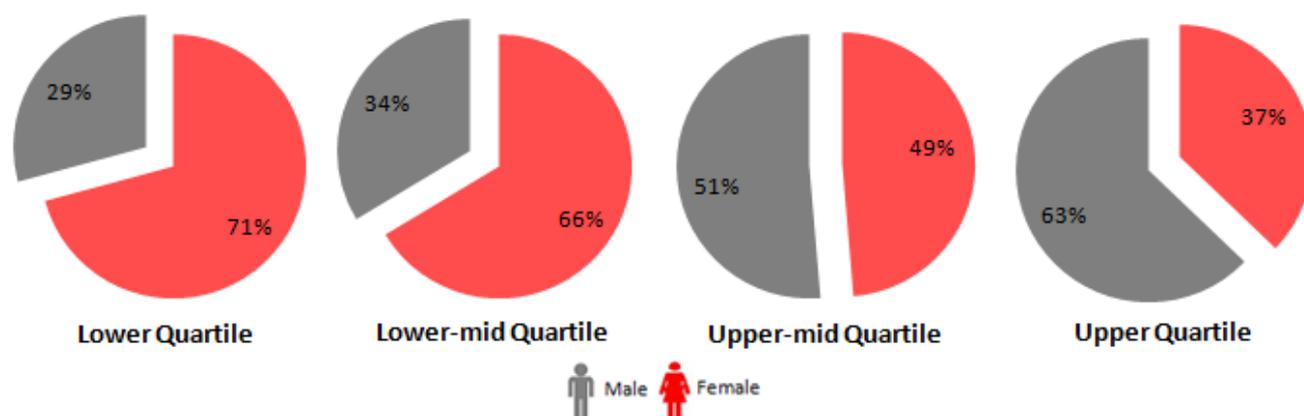
The Bank is committed to gender equality and will ensure we continue to monitor the gender pay gap.

Proportion of males and females receiving a bonus payment:



This highlights a difference of less than 3.0% of the number of men and women receiving a bonus in 2019 for their 2018 performance.

Proportion of males and females in each pay quartile:



The gender split by hourly rate of pay from lowest to the highest by four equal quartiles.

We identified a gender pay gap because we have more women in the lower and lower to middle pay quartiles.

We have a good female representation across the upper and upper middle pay quartiles but we recognise that there are some improvements to be made.

Our female cohort on the Executive Management Committee is unchanged. Replacement senior roles in future will continue to be assessed against qualified diverse candidates.

We will continue to address any disparity in gender representation and will endeavour to attract, retain and develop our employees equally.

I confirm the Gender Pay Gap reporting data in this report to be accurate.



Signed off by:
Mr Wenjian Fang
Chief Executive Officer and Executive Director
Bank of China (UK) Limited