



2021 Gender Pay Gap Report

The Bank of China (UK) Limited recognises the importance of having an inclusive and diverse workforce, and is committed to gender equality and will ensure to continue to monitor the gender pay gap.

We define the gender pay gap as the differences between the **mean** and **median** hourly rate of pay that males and females received between 6th April 2020 - 5th April 2021, and the bonus paid annually in March.

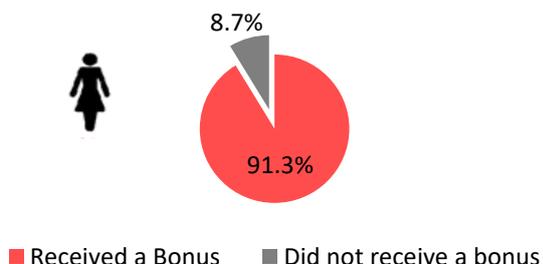
We are confident that our pay structure is equal for those undertaking equivalent jobs within the Bank. We recognise that when we analyse the pay balance of males and females across the structure of the workforce, we have an 18.56% pay gap. In comparison to the previous year, the gender pay gap mean has significantly reduced from 26.17% to 18.56%, whilst the gender pay gap median has seen an increase from 22.62% to 27.43%.

Gender pay gap difference between men & women:

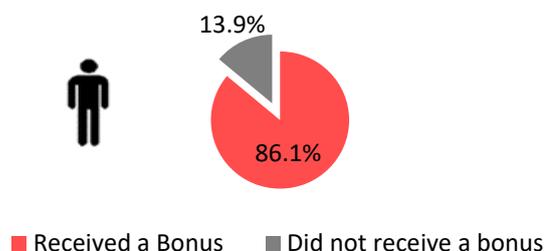
	Mean	Median
Pay Gap	18.56%	27.43%
Bonus Gap	25.50%	14.46%

Proportion of males and females receiving a bonus payment:

The proportion of females receiving a bonus payment

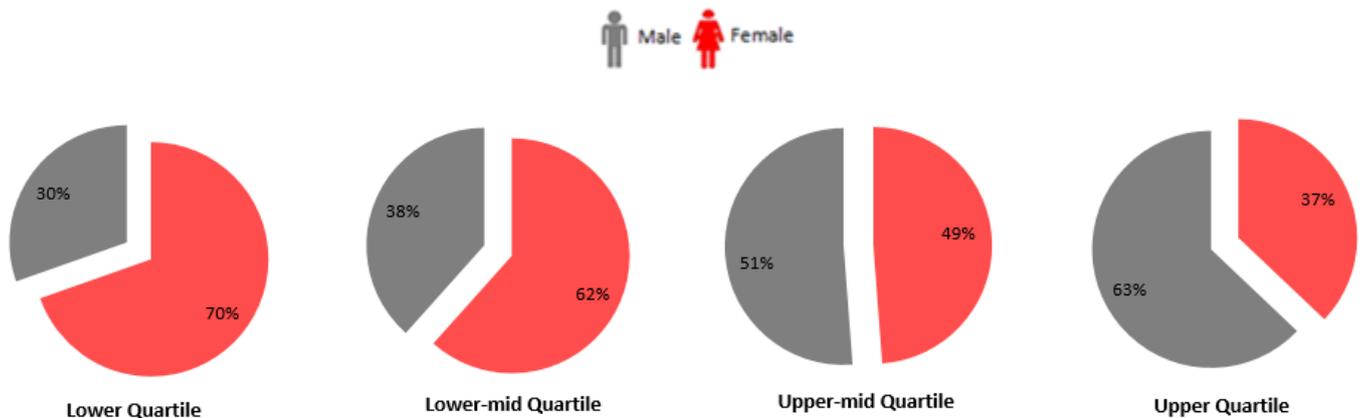


The proportion of males receiving a bonus payment



The above highlights a difference of 5.2% of the number of women receiving a bonus in comparison to men. This breakdown compares the increase of bonuses amongst females; displaying 8.7% of females did not receive a bonus, in comparison to males at 13.9%.

Proportion of males and females in each pay quartile:



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

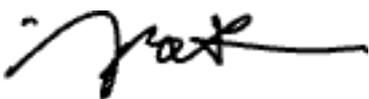
We identified a gender pay gap due to having more women in the lower and lower-middle pay quartiles.

We have a good overall female representation across the upper-middle and upper pay quartiles, comparative to the previous year.

Our female cohort on the Executive Management Committee remains 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.



Mr Wenjian Fang
Chief Executive Officer and Executive Director
Bank of China (UK) Limited