



# Crédit Agricole CIB London Branch Gender Pay Report 2021

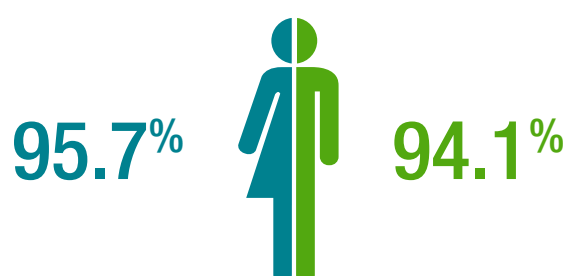
At Crédit Agricole Corporate and Investment Bank we continue to believe that **gender diversity serves to boost performance and drive innovation**, which benefits both our employees and our organisation. We have led a comprehensive policy in this area for a number of years.

We understand that diversity is a valuable asset for the Bank and we are committed to ensuring our workforce and remuneration policies are diverse, equitable and inclusive.

## Proportion of our male and female employees receiving a bonus

(in the 12 months period ending on 5 April 2021)

2021 percentages are the highest for both male and female employees since 2018. The male percentage was up **1.8%** and the female equivalent up significantly by **4.5%**.



## Hourly pay & bonus gap between our male and female employees

(at April 2021 for pay gap and in the 12 months period ending on 5 April 2021 for bonus gap)

	Mean	Median
Pay gap*	28.7%	32.5%
Bonus gap*	48.9%	49.5%

The table above shows our mean and median hourly gender pay gap and bonus gap in Crédit Agricole CIB London Branch for the relevant period as required by the UK Government. Put simply, we are required to compare the average pay of all female employees within Crédit Agricole CIB London Branch, irrespective of role and seniority, to the average pay of all males. Therefore, a gender pay gap is not the same as an equal pay gap which deals with any relevant pay differences between men and women who carry out equal work.

We are pleased to note that since 2018 the mean gaps on pay and bonus are down 1.9% and 3.6% and the median gaps are also down 3.5% and 17.0% on pay and bonus respectively.

We are confident that we do not differentiate between men and women performing equivalent roles. Our gender pay gap is largely driven by the fact that there are more men in senior positions, and therefore, higher-paid roles within the bank. Our bonus gap is also the result of more men occupying front office roles in our Capital Markets & Financing areas where bonus levels tend to be the highest within the firm. However we are consistently increasing our female presence in the branch executive management levels.

Pay gap calculation as defined by the regulation:  $[(A-B) / A] \times 100$

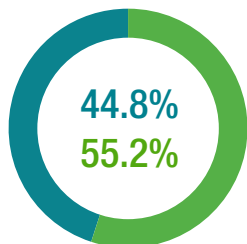
- **A** is the mean/median hourly pay rate of all male full-pay relevant employees
- **B** is the mean/median hourly pay rate of all female full-pay relevant employees
- Same approach is used for bonus gap calculation

A positive percentage means that female employees have lower average pay than male  
Hourly rate calculation is based on a 35h/week for a full time CACIB employee

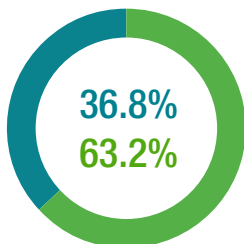
# Proportion of our men and women in each pay quartile

(across Crédit Agricole CIB London's employees)

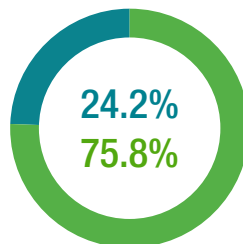
## Lower Quartile



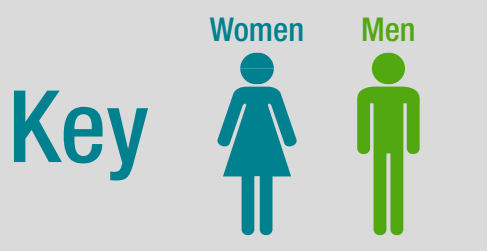
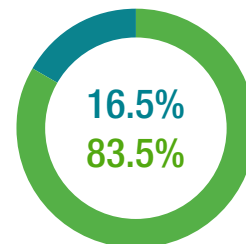
## Lower Middle Quartile



## Upper Middle Quartile



## Upper Quartile



The table above illustrates the gender distribution across Crédit Agricole CIB London Branch in four equally sized pay quartiles.

Year on year we have seen a higher proportion of women in the upper quartiles, although the highest quartile is down 6.9% after a 9% rise in 2020.

## Addressing our gap

We are committed to upholding gender diversity through a number of initiatives targeted directly at the retention and advancement of our female talent:

- Training employees on unconscious bias and encouraging inclusion.
- Increased focus on well being practices and flexible working patterns.
- Global Diversity Week of events, promoting and creating awareness of the importance of diversity and inclusion. These events are open to all employees around the world.
- Increasing the representation of female staff as a proportion of total employees.
- Continuing to implement and grow our global mentoring and development programme targeted at women, "Ellevate".
- Promoting our global Behaviours Charter which raises awareness of and promotes respect, dignity and well being for all individuals. The charter is aligned with the Bank's core values through our Codes of Ethics, our 7 Core Principles to build the Future and Compliance values. These are embedded in the Bank's culture and included in performance reviews.
- The SPRING (Support, Promote, Respect, Inspire, Grow) network which is now seven years old, set up specifically for Crédit Agricole CIB's London branch, (open to both men and women) with its own Leadership Committee. It holds meetings periodically and has launched its own mentoring, personal development and training programmes.
- Running for the sixth year, the Crédit Agricole CIB's EMEA Women's Leadership Programme.
- Implementation of family friendly and flexible working polices in the CACIB London branch have seen an increase in the number of employees taking advantage of shared parental leave, flexible working and sabbaticals.
- Concerted efforts over 2 compensation review periods to focus the selectivity and average increase rates for pay and bonus distributions to women.

## Statement

I confirm that the data reported is accurate.



*Hubert Reynier*  
**Hubert Reynier**  
 Senior Country Officer



*Anita David*  
**Anita David**  
 Head of Human Resources, UK