



2017 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 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 26.9% pay gap.

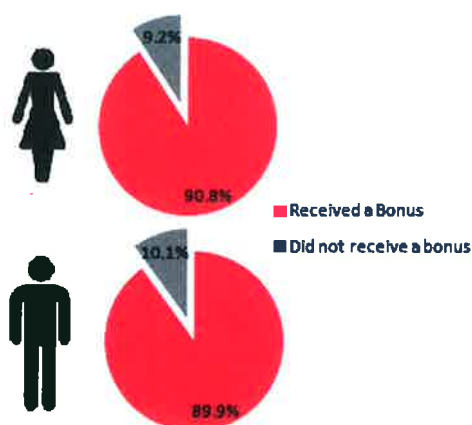
Gender pay gap difference between men & women:

	Mean	Median
Pay Gap	26.9%	27.2%
Bonus Gap	30.9%	19.2%

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 2016 and 5 April 2017 and the bonus is paid annually in March.

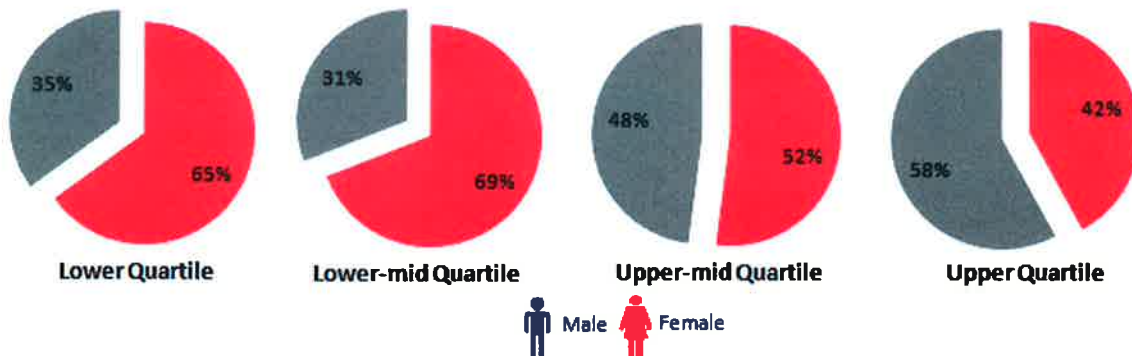
The Bank is committed to gender equality and our culture and ethical workplace will allow us to continue to monitor the gender pay gap.

Proportion of males and females receiving a bonus payment:



This highlights a difference of less than 1% of the number of men and women receiving a bonus for their 2016 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 pay quartiles.

We have a good female representation across the upper pay quartiles and are pleased with our progress and we have significantly more females in our lower quartiles.

Our aim in the short term where possible is to maintain a strong female representation within our Executive Management Committee and pleased to report we have a 57%:43% split in terms of male and female representation.

We will however, 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 Yu Sun
 Chief Executive Officer and Executive Director
 Bank of China (UK) Limited