



2018 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 29.84% pay gap.

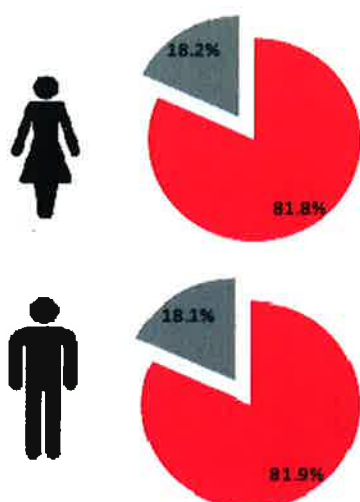
Gender pay gap difference between men & women:

	Mean	Median
Pay Gap	29.84%	30.47%
Bonus Gap	33.69%	33.72%

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 2017 and 5 April 2018 and the bonus paid annually in March.

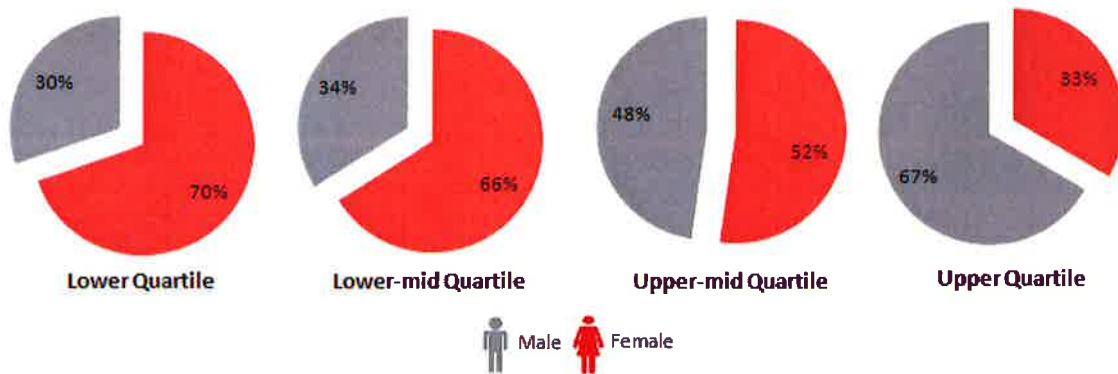
The Bank is committed to gender equality and will ensure we continue to monitor the gender pay gap. In 2018 a higher proportion of pro-rated bonus eligibility among women has led to the bonus gap.

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 2017 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 but we recognise that there are some improvements to be made.

Our female cohort on the Executive Management Committee is unchanged and the Bank internally promoted two male members of staff to the Executive Management Committee. 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

