

Gender Pay Gap Report 2021

Vanquis Bank Limited

At Vanquis, we're committed to creating and maintaining a fair, diverse and inclusive culture for our colleagues and other stakeholders. We use our annual Gender Pay Gap Report as one of the ways we track our performance in this area. It also forms part of our formal reporting in line with The Equality Act 2010.

This report uses a snapshot of salary data taken on 5th April 2021. The data was used to calculate our gender pay metrics, represented in the percentage difference between male and female pay (salary) and bonus. Along with the metrics, this document offers some context behind the numbers as well as some of the actions we have taken, and plan to take, to reduce the gap.

Our Gender Pay Gap Report

At Vanquis Bank Limited, we strongly believe in our Group's purpose of putting people on a path to a better everyday life. We believe in building a fair, equal and inclusive culture for all our colleagues and have taken progressive steps to ensure this is the case, further details of which are outlined in the Commentary section below

Our Pay and Bonus Gender Gap as at April 5th, 2021:

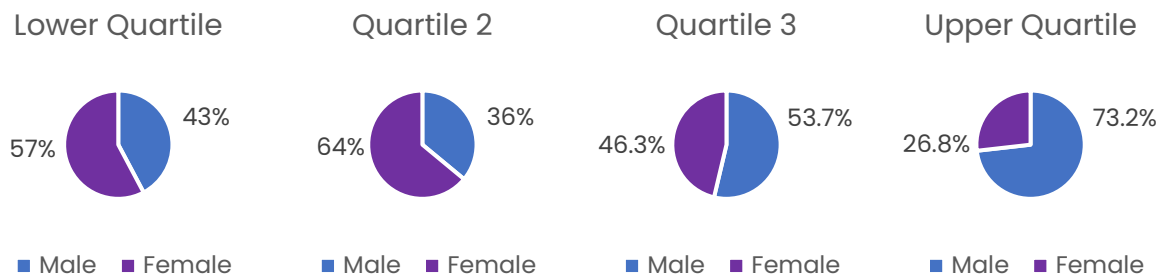
| | Mean | Median |
|------------|-------|--------|
| Hourly Pay | 31.4% | 31.7% |
| Bonus | -0.4% | 0.0% |

This table shows the overall mean and median gender pay gap based on hourly rates of pay as at April 5th, 2021. It also captures the mean and median bonuses paid in the year up to April 2020 for the 2020 performance year.

Colleagues awarded a bonus



Gender representation by quartiles



The images above illustrate the gender distribution at Vanquis across four equally sized pay quartiles, each containing 336 colleagues. There is a larger proportion of female colleagues in our lower 2 quartiles, then the balance shifts to having a higher proportion of males in our higher 2 quartiles. This is especially the case in the Upper quartile with only 26.8% female representation, which is and is a key attributer to our gender pay gap.

Commentary

The latest figures from April 2021 show that our mean gender pay gap has increased by 2.9 percentage points, moving from 28.5% last year to 31.4% this year.

At Vanquis, male and female colleagues are treated equally for doing jobs of equal value and the mean gender pay gap continues to be driven by the structure of our workforce (rather than an equal pay issue). We have greater male representation in our more senior levels which is the main contributor to the gender pay gap.

Therefore, a key pillar of our PFG inclusion and diversity strategy is about achieving a better gender balance in our senior management population. Improving female representation at senior management and director level is extremely important for the long-term sustainability of PFG and as such we continue to be committed to achieving a better gender balance in our senior levels. Our Gender Balance colleague affinity group continues to raise awareness and champion this key aim of our I&D strategy through facilitated panel discussions, profiling key events such as International Women’s Day and National Inclusion Week, advising and suggesting ways to remove barriers and delivering regular vlogs and communications.

As a Group, we signed up to the Women in Finance Charter in 2019, a government initiative to improve gender diversity in senior positions within the financial services sector. In support, we have introduced job levelling to improve visibility of our senior roles and aid career progression and have introduced a new reward framework to

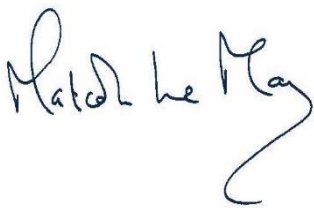
provide better consistency and monitoring of reward decisions and outcomes at each level. We maximise the recruitment opportunity in all our senior vacancies through scrutiny and challenge of shortlists to have female representation.

With the uncertainty caused by the pandemic throughout 2019, the decision was taken not to award bonus payments. Instead, all eligible colleagues were awarded a nominal 'Thank You' payment for their commitment and hard work in what was a tough year. As the proportion of females receiving this payment was greater than males, our mean bonus gap was -0.4%. Although a massive reduction of 44.7% from the 2020 snapshot date resulting in no gap, this was an unusual year, and we can expect the gap to be opened up again in 2022.

The Covid -19 Global Pandemic also meant that we were able to offer working from home to all colleagues particularly supporting working parents who were having to home school and work. We plan to maximise the benefits we've seen from this through adoption of Hybrid Working. The introduction of Hybrid Working will mean greater flexibility for all colleagues and also provide a wider talent pool with less geographical barriers.

Despite this hard work, we acknowledge that we have a long way to go, and we will continue to do more.

Gender balance metrics continue to be tracked and reported in the Vanquis Scorecard and will be used alongside our other non-financial and financial performance metrics as the core basis on which we judge our success. We currently have a 49% female, 51% male split across Vanquis with 33% of females in a senior leadership role.



Malcolm Le May
Managing Director
Vanquis Bank Limited
