

# Funding Circle UK Gender Pay Gap report 2020

At Funding Circle, we want our company to be as diverse as the small businesses and investors we serve, and who are the heart of what we do. This is what drives innovation and allows us to deliver a best in class customer and employee experience.

Our initiatives to improve gender diversity are showing progress - our median Gender Pay Gap is down to +32.2% from +36.0% in 2017. The mean has reduced from 24.0% to 21.4%.

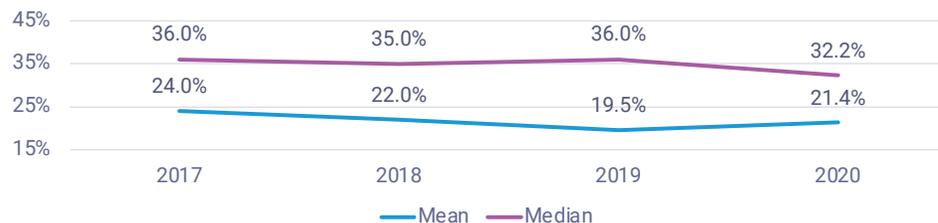
Our bonus gender pay gap has also improved, with the mean reducing from 60% in 2017 to 46% in 2020 and the median from 50% to 37%.

The main driver of our gap is a lower proportion of women in senior and mid-level roles and in higher-paid teams. The biggest challenges lie, notably, within our technology and capital markets teams. Improving this

remains our core priority, and is a prevailing challenge for the financial services and technology industries.

We are going to challenge all of our Group Leadership Team to set goals for women in senior leadership roles. We believe by doing this we will make senior leadership accountable for achieving our overall aim to improve gender diversity. When setting goals we will take into account the unique challenges faced by different teams to ensure that goals, whilst stretching, are also achievable. Overall our goal is to have 40% of our senior leadership being women.

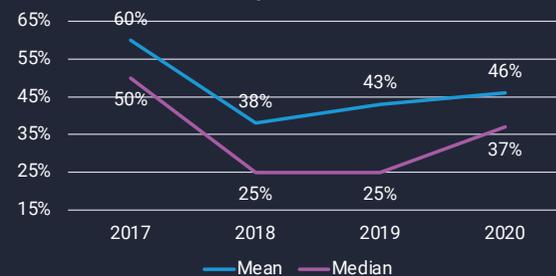
## Gender Pay Gap - hourly pay



## Gender Pay Gap

This report includes information relating to Funding Circle UK. The data uses the 5 April snapshot date each year in line with the government's reporting requirements. The gender pay gap is the difference between men's and women's earnings expressed as a percentage of men's earnings. The bonus pay gap is the difference between men's and women's bonuses over the year expressed as a percentage of men's bonuses.

## Gender Pay Gap - bonuses



## Proportion of men and women in each pay quartile

