

Funding Circle UK Gender Pay Gap report 2021

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 +27.1% from +36.0% in 2017. The mean has reduced from 24.0% to 18.5%.

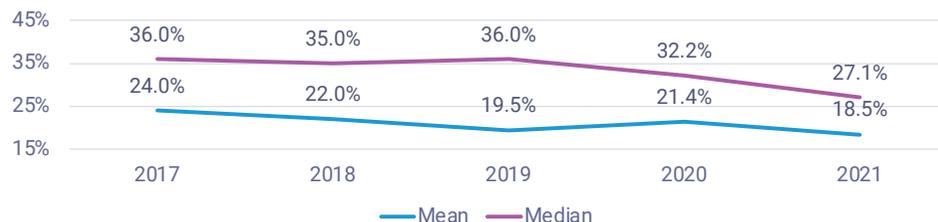
Our bonus gender pay gap has significantly improved, with the mean reducing from 60% in 2017 to 28% in 2021 and the median from 50% to 34%.

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 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. The Group Leadership Team to set goals for women in senior leadership roles. Our Technology team increased from c.12% women in senior leadership at the end of 2020 to c.25% as of July 2021. Across the business we have increased representation of women in senior leadership from c.27% in April 2019 to just over 34% as of July 2021.

The increase in women in senior leadership roles has meant that there is a more equal spread of women in the higher pay quartiles. The proportion of women in the top and 3rd pay quartiles have increased.

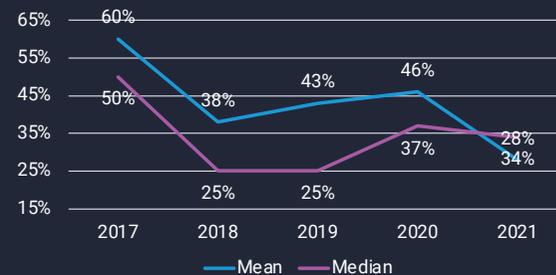
Gender Pay Gap - hourly pay



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

