

Funding Circle UK Gender Pay Gap report 2019

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.

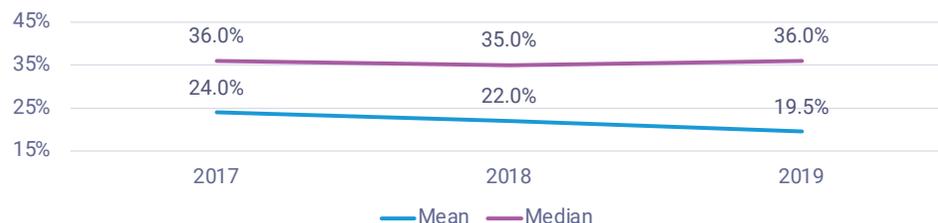
Our initiatives to improve gender diversity continue to show progress - our mean Gender Pay Gap is down to +19.5% from +24.0% in 2017, albeit with the median staying broadly the same.

In 2019, we have made progress in the middle paid quartiles, helping us to build a pipeline of talent for the future. We believe developing and growing internal talent is key to enabling long term change across the financial and technology industries.

Two senior internal appointments also help to address these challenges, and changed our Global Leadership Team gender mix from 33% to 44% female.

A small number of roles, around 30%, were eligible to participate in a bonus plan in 2019. The median bonus gap of +24.7% and the mean bonus gap of +42.5% is driven by a higher proportion of men being in teams with higher bonus opportunities, as well as a higher proportion of men within senior roles in bonus-earning teams.

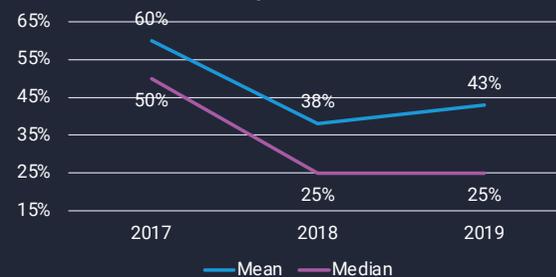
Gender Pay Gap - hourly pay



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

