



GENDER PAY GAP REPORT 2017-2018

At Lloyds Banking Group we are committed to promoting a diverse and inclusive working environment. We were the first FTSE 100 organisation to make a public commitment to having 40% of senior roles filled by women by 2020.

Our focus is on improving the gender pay and bonus gaps by increasing the proportion of women in senior roles. In doing so, the gender gaps will reduce over time.

We are committed to attracting and retaining the best talent and we are pleased that our 2018 mean gender pay gap has reduced.

MEAN AND MEDIAN GENDER PAY GAPS 2017-2018

	PAY		BONUS	
	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Gap	Median Gender Bonus Gap
LLOYDS BANKING GROUP	31.5	32.8	66.4	60.8

The reduction in our pay gap has not been mirrored in our mean bonus gap which has increased due to an increasing number of female colleagues working part-time and the fact that bonus calculations are pro-rated for colleagues who work part-time. Lloyds Banking Group supports a healthy work/life balance, is passionate about diversity and a pioneer of agile working. Our pay and bonus gaps continue to be principally driven by a higher proportion of women in junior roles and a higher proportion of men in senior roles. The progress made at increasing female representation in senior roles from 29% in 2013 to above 35% to date has been a key driver in improving the gender pay gap. As we continue to increase the proportion of females in senior roles, our gender pay gap will reduce.

GENDER PAY GAP BY EMPLOYING COMPANIES

Lloyds Banking Group is made up of a number of employing companies, nine of which have more than 250 employees. While we manage our gender strategy at a Group level, and all policies and action plans apply to all parts of the Group, the UK Gender Pay Gap Reporting legislation requires us to report separately for each of our employing companies, as set out below:

	Pay										Bonus			
	Mean Gender Pay Gap	Median Gender Pay Gap	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile		Proportion with a bonus		Mean Gender Pay Gap (Bonus)	Median Gender Pay Gap (Bonus)
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Lloyds Banking Group	31.5	32.8	63.9	36.1	47	53	33.9	66.1	27.9	72.1	93.7	95	66.4	60.8
Lloyds Bank Plc	36.1	41.7	67.3	32.7	50.3	49.7	33.3	66.7	28.7	71.3	91.5	93.1	71.4	66.8
Hbos Plc	25.8	26.3	58.5	41.5	43.7	56.3	32.9	67.1	25.1	74.9	97.0	97.9	57.4	57.3
Scottish Widows Services Ltd	18.3	17.7	62.6	37.4	54.5	45.5	44.0	56.0	44.1	55.9	92.9	92.5	36.8	23.8
MBNA	14.8	19.0	58.1	41.9	47.8	52.2	32.6	67.4	41.9	58.1	90.3	84.5	35.7	23.1
Lloyds Bank Asset Finance Ltd	23.2	26.2	69.5	30.5	53.7	46.3	42.4	57.6	26.8	73.2	95.6	95.3	49.2	59.4
Cheltenham & Gloucester Plc	18.2	20.6	60.1	39.9	46.9	53.1	37.8	62.2	28.9	71.1	97.6	97.1	34.3	42.5
Lloyds Bank International Ltd (Isle of Man)	9.8	6.9	49.5	50.5	26.4	73.6	29.4	70.6	40.4	59.6	79.0	87.8	43.0	12.9
Lloyds Bank Commercial Finance Ltd	25.9	25.5	78.6	21.4	58.6	41.4	52.9	47.1	24.3	75.7	94.7	97.1	42.6	54.2
Lloyds Bank International Ltd (Jersey)	22.5	23.8	57.7	42.3	41.7	58.3	29.2	70.8	22.5	77.5	92.7	92.9	55.7	59.6

Declaration

I confirm that the Lloyds Banking Group Gender Pay Gap calculations featured in the above report are accurate.



Jen Tippin

Group People & Productivity Director