

MBNA Gender Pay Gap Report

In line with its obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, MBNA is required to publish information regarding its gender pay gap. These calculations are based on the snap shot date of 5 April 2017, at which point MBNA was a subsidiary of Bank of America Merrill Lynch (BofAML). The gender pay gap calculations have been independently reviewed and verified.

	Male	Female
Mean Gender Pay Gap	15%	
Median Gender Pay Gap	19%	
Upper quartile	57%	43%
Upper middle quartile	49%	51%
Lower Middle Quartile	39%	61%
Lower Quartile	39%	61%
Mean Gender Bonus Gap	39%	
Median Gender Bonus Gap	22%	
Proportion	93%	93%

From 1 June 2017 MBNA became a subsidiary of Lloyds Banking Group plc and will be included as part of the Group's gender pay gap reporting processes for 2018 onwards.

I can confirm that the above information is accurate.

Elyn Corfield
Managing Director, Consumer Finance