



GENDER PAY GAP REPORT 2018-2019

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 increasing the representation of women in senior leadership, and we continue to make progress towards our goal of having 40% of senior roles filled by women by the end of 2020.

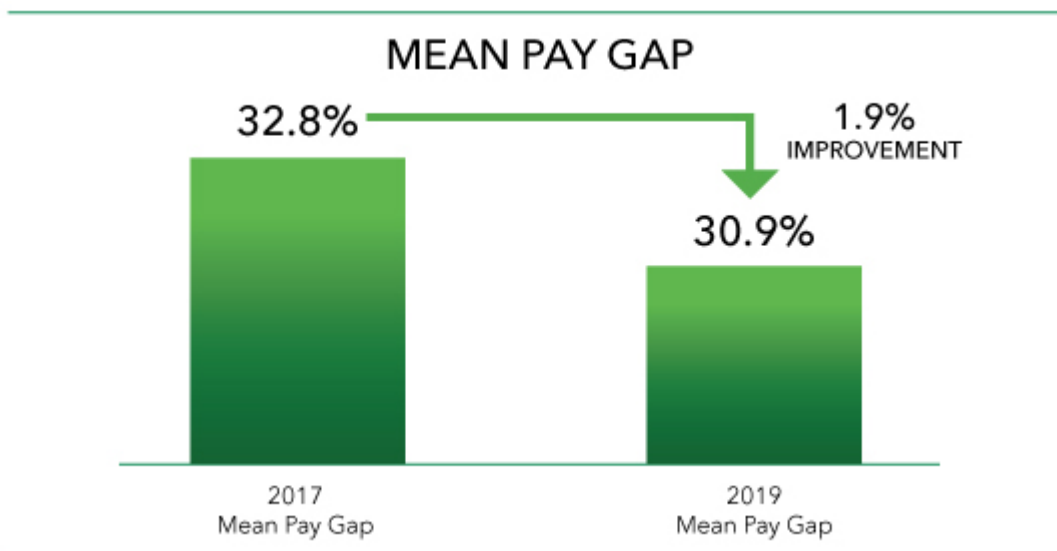
Our focus is on improving the gender pay and bonus gaps by increasing the proportion of women in senior roles. In doing so, the gender gaps will reduce over time.

We are committed to attracting and retaining the best talent and we are pleased that our 2019 mean gender pay and bonus gaps have reduced further this year.

MEAN AND MEDIAN GENDER PAY GAPS 2019

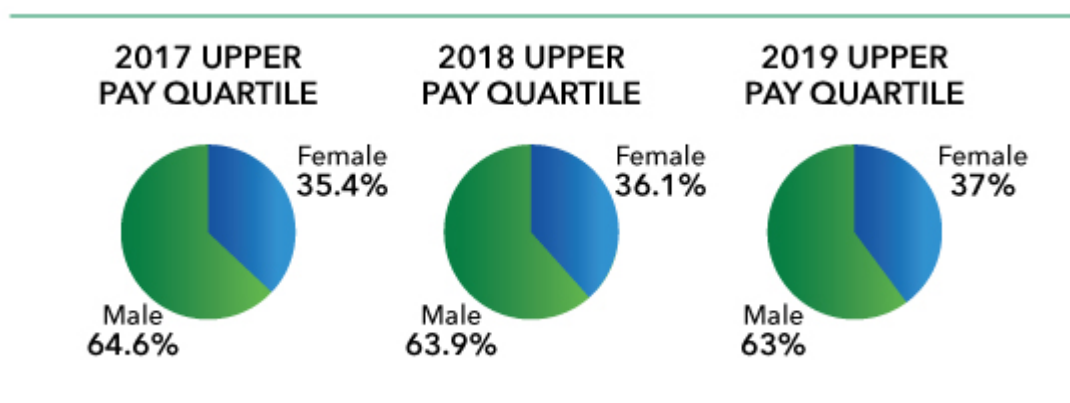
	PAY		BONUS	
	Mean Gender Pay Gap	Median Gender Pay Gap	Mean Gender Bonus Gap	Median Gender Bonus Gap
LLOYDS BANKING GROUP	30.9	33.5	64.2	41.8

While the 2019 gender pay gaps for Lloyds Banking Group are larger than we would like, we have seen a 2% improvement compared to our first disclosure in 2017.



The reduction in the pay gap can be attributed to an improvement in gender representation across the Bank, with an increase in the proportion of female colleagues in senior roles.

This improvement in female representation is evidenced in the supporting ‘pay quartile’ analysis, which shows that the proportion of women in the upper pay quartile has increased. This correlates with the progress that is being made towards our goal of having 40% of senior roles filled by women by the end of 2020.



Although we are pleased to see that our efforts have started to decrease our gender pay gap, there continue to be more men in senior roles. Addressing female representation across the Bank will take time and continued progress towards achieving our gender targets will have an impact on our pay gaps in future years.

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 (Hourly rate)		Median Gender Pay Gap (Hourly rate)		Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile		Proportion with a bonus		Mean Gender Pay Gap (Bonus amounts)		Median Gender Pay Gap (Bonus amounts)	
	2018 Result	2019 Result	2018 Result	2019 Result	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	2018 Result	2019 Result	2018 Result	2019 Result
Lloyds Banking Group	31.5	30.9	32.8	33.5	63	37	46.2	53.8	33	67	28.6	71.4	92	93.2	66.4	64.2	60.8	41.8
Lloyds Bank Plc	36.1	34.9	41.7	40.5	66.1	33.9	48.2	51.8	32.1	67.9	31.1	68.9	88.5	90	71.4	68.9	66.8	37.7
Hboas Plc	25.8	25.7	26.3	28	57.5	42.5	43.7	56.3	33	67	23.5	76.5	96.9	97.1	57.4	55.7	57.3	37.3
Scottish Widows Services Ltd	18.3	17.4	17.7	18.6	62.4	37.6	55.6	44.4	44.4	55.6	43.6	56.4	95.2	95.5	36.8	44.3	23.8	44.5
MBNA	14.8	13.2	19.0	17	54.1	45.9	46.6	53.4	30.3	69.7	42.6	57.4	92.9	89.7	35.7	25.2	23.1	20
Lloyds Bank Asset Finance Ltd	23.2	23.7	26.2	27.9	68.1	31.9	54.5	45.5	40.8	59.2	26.8	73.2	97.2	96.2	49.2	49.8	59.4	61.5
Cheltenham & Gloucester Plc	18.2	18.1	20.6	25.3	59.5	40.5	47	53	36.6	63.4	27.5	72.5	98.7	97.2	34.3	34.7	42.5	51.9
Lloyds Bank International Ltd (Isle of Man)	9.8	11.9	6.9	1.1	46.7	53.3	28	72	29	71	41.9	58.1	80.6	92.3	43.0	34.4	12.9	12.3
Lloyds Bank Commercial Finance Ltd	25.9	22.8	25.5	14.5	75.4	24.6	52.6	47.4	57.9	42.1	24.6	75.4	94.6	98.4	42.6	50.4	54.2	44.7
Lloyds Bank International Ltd (Jersey)	22.5	25	23.8	28.0	61.4	38.6	48.3	51.7	25.9	74.1	21.1	78.9	93.3	93.9	55.7	49.6	59.6	56.7

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