



Crédit Agricole CIB London Branch Gender Pay Report 2018

At Crédit Agricole Corporate and Investment Bank we continue to believe that **gender diversity serves to boost performance and drive innovation**, which benefits both our employees and our organisation. We have led a comprehensive policy in this area for a number of years.

We understand that diversity is a valuable asset for the Bank and we are committed to ensuring our workforce is diverse and inclusive.

Proportion of our male and female employees receiving a bonus

(in the 12 months period ending on 5 April 2018)



Hourly pay and bonus gap between our male and female employees

(at April 2018 for pay gap and in the 12 months period ending on 5 April 2018 for bonus gap)

	Mean	Median
Pay gap*	30.6%	36.0%
Bonus gap*	52.5%	66.5%

The table above shows our mean and median hourly gender pay gap and bonus gap in Crédit Agricole CIB London Branch for the relevant period as required by the UK Government. Put simply, we are required to compare the average pay of all female employees within Crédit Agricole CIB London Branch, irrespective of role and seniority, to the average pay of all males. Therefore, a gender pay gap is not the same as an equal pay gap which deals with any relevant pay differences between men and women who carry out equal work

Our gender pay gap is largely driven by the fact that there are more men in senior positions, and therefore, higher-paid roles within the bank. This is an issue that is commonplace across the industry. Our bonus gap is also the result of more men occupying front office roles in our Capital Markets & Financing areas where bonus levels tend to be the highest within the firm.

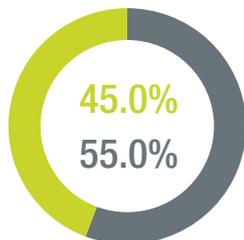
* Pay gap calculation as defined by the regulation: $[(A-B) / A] \times 100$

- A is the mean/median hourly pay rate of all male full-pay relevant employees - A positive percentage means that female employees have lower average pay than male
- B is the mean/median hourly pay rate of all female full-pay relevant employees - Hourly rate calculation is based on a 35h/week for a full time Crédit Agricole CIB employee
- Same approach is used for bonus gap calculation

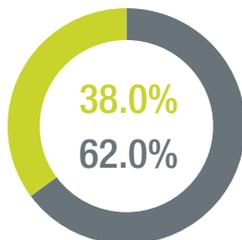
Proportion of our men and women in each pay quartile

(across Crédit Agricole CIB London's employees)

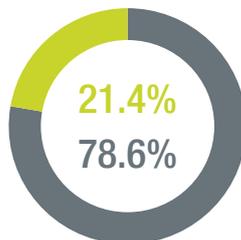
Lower Quartile



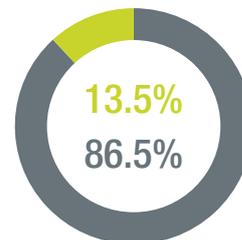
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Key

Women



Men



The table above illustrates the gender distribution across Crédit Agricole CIB London Branch in four equally sized pay quartiles.

We understand that female representation needs to be improved, particularly within the upper quartiles of the business. For example, we now have two female Executive Committee members out of seven for the Bank; Deputy General Manager supervising market activities Isabelle Girolami (formally Head of Global Markets) and Alexandra Boleslawski, Head of Risk & Permanent Control.

Addressing our gap

We are committed to upholding gender diversity through a number of initiatives targeted directly at the retention and advancement of our female talent:

- By signing up to the Return Hub which supports professional women who want to relaunch their careers after a break. We have made our first appointment in the Legal department.
- Taking positive action in our recruitment process through graduate recruitment days aimed specifically at women.
- Holding the annual global Diversity Week of events in the Spring, promoting and creating awareness of the importance of diversity and inclusion. These events are open to all employees around the world.
- Implementing and growing our global mentoring and development programme targeted at women, "Ellevate", which was set up by Isabelle Girolami.
- Launching a global Behaviours Charter to raise awareness of and to promote respect, dignity and well being for all individuals. The charter is aligned with the Bank's core values through our Codes of Ethics, our 7 Core Principles to build the Future and Compliance values. These are embedded in the Bank's culture and included in performance reviews.
- The SPRING (Support, Promote, Respect, Inspire, Grow) network which is now four years old, set up specifically for Crédit Agricole CIB's London branch, (open to both men and women) with its own Leadership Committee. It holds monthly meetings and has launched its own mentoring, personal development and training programmes.
- Running for the third year, the Crédit Agricole CIB's EMEA Women's Leadership Programme.
- In 2019 implementing the CACIB London Working from Home project to promote a positive work/life balance
- Our enhanced maternity leave pay of six months is duplicated for our enhanced shared parental leave and adoption leave.

Statement

I confirm that the data reported is accurate.



Daniel Puyo
Senior Country Officer



Bharatti Crack
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