

**SESAME
BANKHALL
GROUP.**



2024

Gender Pay Gap Report

Sesame Bankhall Group's Gender Pay Gap Report - 2024

'Diversity, equity and inclusion (DEI) are at the heart of the Sesame Bankhall Group culture, which includes gender pay equality and a commitment to reduce the gender pay gap.'

The gender pay gap is the difference between the average earnings of men and women across a workforce, expressed as a proportion of men's average earnings.

Since 2017, the UK Government has required employers with more than 250 employees to measure and report on the gender pay gap of their UK-based employees on an annual basis. Employers are required to report on:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of female and male employees who received a bonus
- Proportion of female and male employees in each of the four pay quartiles

A gender pay gap is not the same as equal pay and does not indicate that men and women in similar positions earn different amounts, which would contravene the Equality Act 2010. We are confident that men and women are paid equally for equivalent work at Sesame Bankhall Group.

SBG's 2024 gender pay gap results represent **246 employees** in the UK, with a **57% male** and **43% female split**.

Comparative data

	2023		2024	
	Mean	Median	Mean	Median
Gender Pay Gap Female hourly rate is	14.9% lower	23.4% lower	16.5% lower	20.1% lower
Gender Pay Gap Female bonus pay is	25.4% lower	31.1% lower	16.8% lower	35.6% lower

87.8% of male and **95.3% female** colleagues received a bonus in the reporting period.

Any gender pay gap is driven by fewer females in leadership roles and a higher proportion of females in junior positions.

We remain satisfied with the improvement we have made overall to our mean gender pay gap since 2017 (reducing from 19% to 16%), and we continue to work towards our internal target of 12% by the gender pay gap reporting date in 2025.

We are pleased to see that our median gender pay gap and mean gender bonus gap have reduced. While our mean gender pay gap and median gender bonus gap have both increased slightly, we anticipate these will decrease in the next reporting period, due to known female joiners at a senior level.

Women in Finance (WIF) Charter

We have been part of the Women in Finance (WIF) Charter since 2018, where we pledge to build a more balanced and fair industry. As a result of this we have set ourselves a target a 50:50* gender split across our senior leadership roles.

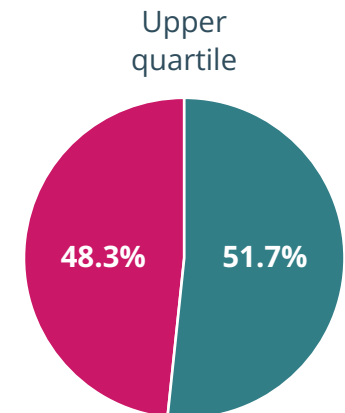
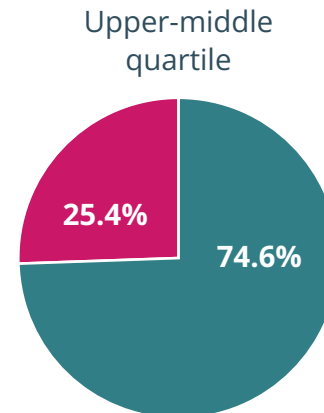
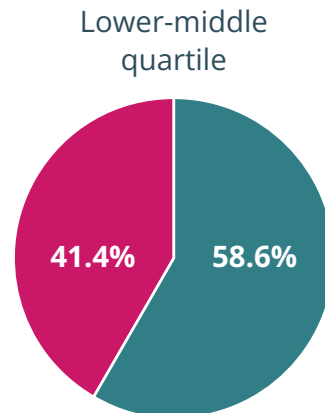
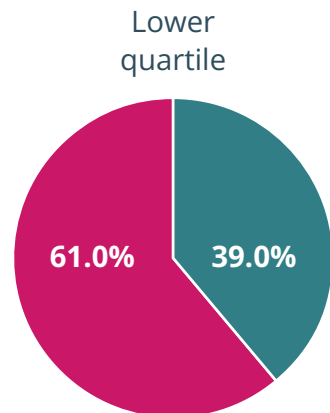
While we have met this in the past, at the 2024 reporting date this population held a 62:38 distribution in favour of men. However, with a number of new senior female colleagues having joined the business since the reporting date, we are confident that we will meet our target once again in 2025.

* with a 10% tolerance



Proportion of males and females in each pay quartile:

- Females
- Males



SBG's DEI journey

With the support of our in-house Inclusion Council, the last 12 months' focus have been predominantly around awareness and education, data gathering and policy enhancements. We shared over 40 articles on DEI topics internally for our colleagues throughout the year.

Recognising National Inclusion Week annually

The focus during National Inclusion Week was understanding, identifying and measuring impact on marginalised groups, and taking actions that make for genuine, sustainable change that matters. We hosted a range of activities focused on bringing individuals together. This included a 'Let's Talk' session exploring DEI and a National Inclusion Week colleague quiz.



Inclusive recruitment

We have taken steps to remove any real or perceived barriers in recruitment by making our support visible at all stages, being clear in all advertisements for roles (internally and externally), as well as making any reasonable adjustments necessary to support candidates.

During 2024, the organisation underwent a significant transformation, resulting in the need for significant recruitment. We have pushed for diverse candidate pools through our recruitment process, working closely with our recruitment partners. Thanks to this approach, in the last 6 months, our Executive team has expanded from a team of 4 (3 males, 1 female) to a team of 8 (3 males and 5 females), providing an increase in female representation at the most senior level in our business.



Policy review and amendments

We have enhanced a number of our people policies to provide further flexibility or benefits to colleagues. These include flexible bank holidays and the introduction of an enhanced carer's leave policy.

Data and feedback

We conduct regular colleague surveys to capture feedback around how embedded our DEI strategies are within the business, as well as capturing diversity data to support this.

Our latest annual survey results show a decline in sentiment. The survey was conducted after a period of significant transformation for our organisation. We hope to see this trend reversed in our upcoming survey.



Diversity data

We gather a wide range of diversity metrics which helps us to ensure that opportunities are not concentrated within a single segment of the colleague population and that a breadth of backgrounds and experiences inform the choices we make. Data also helps us to prioritise the creation or updating of company policies, the development of our benefit packages, and the actions we take to ensure we remain a diverse workforce.

Next steps

We are committed to taking the following actions to meet our target;

Transparent pay equity review and action - Executives, specifically our CEO, new HR Director and CRO, will have accountability for assessing pay equity on a role to role and level to level basis.

Inclusive recruitment and promotion practices - we will continue to have structured and unbiased interview processes. Additionally, we will aim to have diverse interview panels and will set KPIs for female representation.

Leadership commitment and cultural change - senior leaders will take accountability, we will host listening sessions and continue to provide training on a host of DEI topics, including gender bias.

Declaration

I confirm that Sesame Bankhall Group's gender pay calculations are accurate and meet the requirements of the regulations.

Sarah Batham, Chief Risk Officer & General Counsel



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