



COMMERZBANK

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Commerzbank London and the gender pay gap

March 2018



“Our gender pay gap shows we need to increase our focus and attention to make changes happen quickly.”

Introduction

At Commerzbank London we strive to provide an open, fair and respectful working environment. We want employees to be recognised for their contribution regardless of gender, sexual orientation, ethnicity or disability.

We know a gender pay gap exists at Commerzbank London and across various industries including financial services, but we believe that by fostering a diverse and inclusive culture, and offering equal opportunities to all our employees, positive change will be created. Over time we aim to narrow the gender pay gap in Commerzbank London.

I can confirm that the information contained in this report is accurate.

Til Schlummer

CI Regional Board Member and London CEO



Til Schlummer

CI Regional Board Member and
London CEO



The gender pay gap

What is the gender pay gap?

The **gender pay gap** shows the percentage difference in average hourly earnings between women and men. Under new laws, all UK firms with 250 or more employees need to report their gender pay gap by April 2018.

Gender pay gaps can **vary significantly by industry, age group and working patterns**. It's especially evident in the financial services, construction and IT sectors where traditionally men have held the majority of roles.

Why is there a gender pay gap?

There's no single reason why a gender pay gap exists in various industries, the causes are complex. Even today, for example, men and women still tend to work in different types of jobs or sectors. Women are often the primary carers for children or elderly relatives. This may mean more women than men choose roles that have greater flexibility but offer less financial reward.

Men often occupy the majority of senior, better paid roles leading to a wage gap because of the under representation of women at senior levels.

Why do we have a gender pay gap at Commerzbank London?

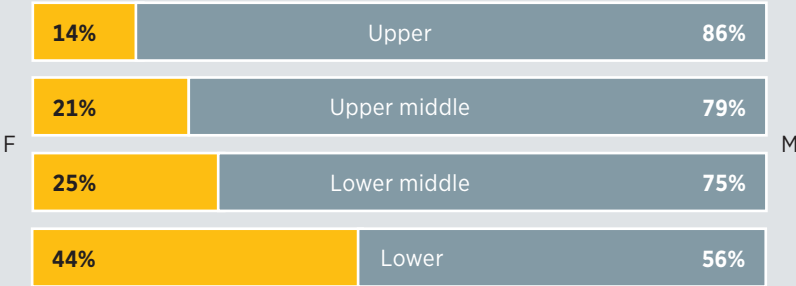
At Commerzbank London we have fewer women than men in senior and management roles – this is a significant challenge we face when trying to address our gender pay gap. By being transparent about our gender pay gap, we have the opportunity to measure the current status quo, become accountable and implement actions that will, over time, foster positive changes for our organisation in the future.

At Commerzbank we want to create a diverse working environment that attracts, develops and retains the best talent on offer. In London we're committed to improving the representation of women at senior levels. Women currently occupy just **15 per cent** of leadership and management roles locally. The Commerzbank group has an overall current target of **35 per cent** of women in management positions.

At Commerzbank London branch...

Proportion female/male employees

(By pay quartile bands)

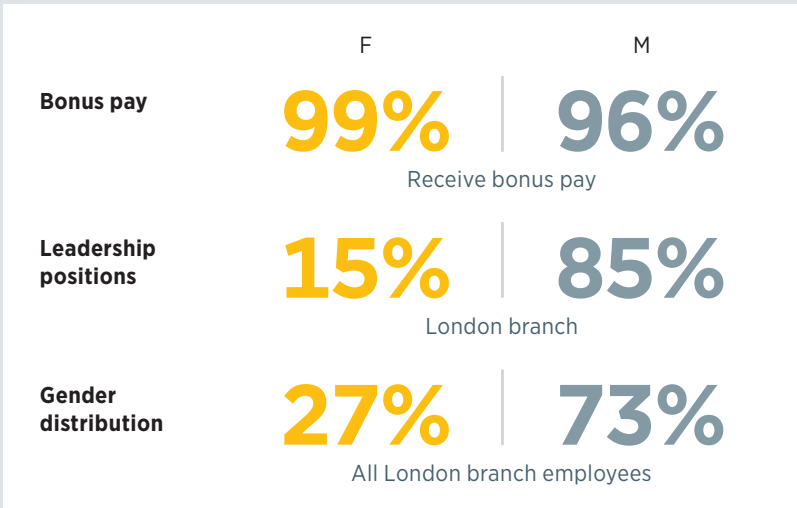


Source: Commerzbank

Gender pay gap

Average figures	%
Gender pay gap as a mean average	36.31
Gender pay gap as a median average	33.90
Bonus gender pay gap as a mean average	55.33
Bonus gender pay gap as a median average	39.00

Source: Commerzbank



Source: Commerzbank

Where are we now and how does it look?

Where are we now?

It's important to understand the **gender pay gap** is **not the same** as the **equal pay gap**. At Commerzbank in London the **average pay gap** in jobs of **equal value** is **1.82 per cent**.

Instead, what we have is a **gender pay gap** – this is not an equal pay issue but a **representation issue**. The gender pay gap at Commerzbank London indicates we have **more men than women in senior and better paid roles**.

How does it look?

- Bonus pay – **99 per cent of female employees** receive a bonus versus **96 per cent of men**
- In terms of women in senior and leadership roles, the figure is lower than the overall demographic at just **15 per cent of women** in senior/ leadership roles versus **85 per cent of men**
- The current split in the number of women and men working in the branch stands at **27 per cent female** versus **73 per cent male**.

What we're doing and how we're doing it

Our mission is to continue to foster **a culture of inclusivity**. Career progression should be based on **true merit**, judged **without bias, regardless of gender or other characteristics**. Our gender pay gap shows we need to renew our focus and attention to make change happen. We know we can't fix this overnight but we can start **making a commitment** to provide our managers with the right tools **to drive change** and **guide** and **support our people** to progress and build their **career with the Bank**.

A few things we've already signed up to...

- Diversity has been introduced as a regular topic at the monthly London branch management meeting
- Specific and relevant statistics to be shared with senior business managers on a quarterly basis
- Mandatory diversity training for all branch employees will begin to be rolled out in Q2 2018, with more intense training for those who manage others
- Talent pipeline reviews will be mandatory for all business units in the branch, with a particular focus on creating a gender balanced talent pipeline
- HR resourcing will be outsourced and potential suppliers are vetted for their efforts in gender and diversity as well as commercial aspects
- Hiring processes are being reviewed across all London businesses including gender biased language in job advertising, interview processes and the introduction of a panel of senior female interviewers
- Increase emphasis and continue with targeted female hiring through a variety of initiatives and events (e.g. Women in the City events)
- Continue to enhance family friendly policies over time, e.g. review shared parental leave and flexible working policies
- Continue with annual equal pay and gender pay reviews and use them as a benchmark to measure progress.

