

Funding Circle UK

Gender Pay Gap reporting

At Funding Circle, we want our company to be as diverse as the small businesses and investors we serve, and who are the heart of what we do. This is what drives innovation and allows us to deliver a best in class customer and employee experience.

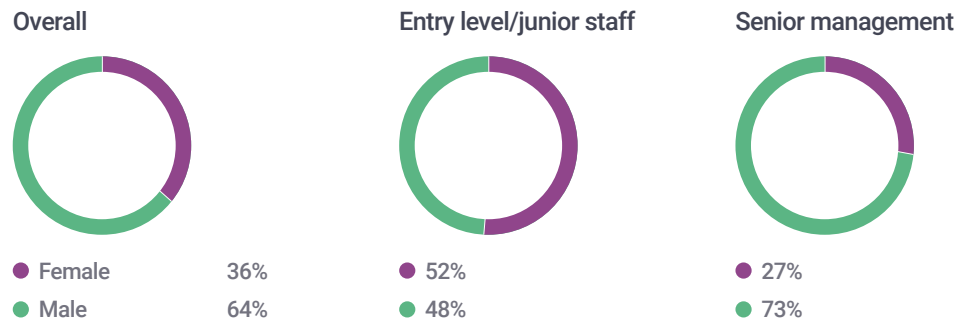
Our initiatives to improve gender diversity are showing progress - our mean and median Gender Pay Gap is down from +24% to +22%, and 36% to 35% respectively.

While we're pleased to see headway, more needs to be done to improve gender diversity across the business. Our Gender Pay Gap is a result of a lower proportion of women in senior and mid-level roles, and in higher paid teams.

Analysis of our business and external talent pipeline during 2018 has allowed us to develop a greater understanding of where the biggest challenges lie, notably, within our technology and capital markets teams.

This remains our biggest focus, and is the prevailing challenge for our industry. This short report provides an update on our Gender Pay Gap in 2018. Read the full report published in 2017 [here](#).

Proportion of females to males (%)



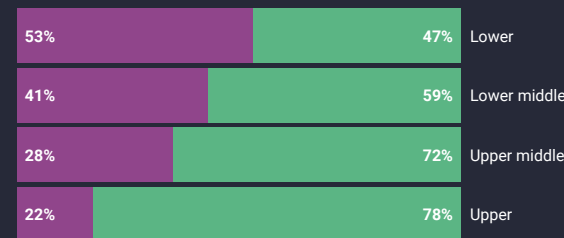
Gender Pay Gap

The difference in mean and median hourly salary between all men and all women in an organisation, expressed as a percentage of men's earnings.

Mean +22% Median +35%

It's important to state that the Gender Pay Gap is different to equal pay. Women and men are paid equally at Funding Circle for performing the same roles.

Proportion of females to males by hourly salary quartile (%)



● Female
● Male

Bonus Pay Gap

The majority of our team, ~80%, do not receive a bonus. The median bonus gap of +25% and the mean bonus gap of +38% is driven by a higher proportion of men being in teams with bonuses, as well as a higher proportion of men within senior roles in bonus earning teams.

This report includes information relating to Funding Circle UK. The information contained in this report was collected on the 5 April 2018 in line with the government's reporting requirements.

Our priorities



Address overall gender balance across the business

Technology is at the heart of our business, and currently represents over 25% of the Funding Circle UK team. Improving and strengthening gender diversity across this and other teams, such as Capital Markets, will be important in closing the gap.

Increase female representation at senior management levels

The main driver of our reported gap is a lower proportion of women in senior and mid-level roles. We have made some progress in the highest paid quartile in 2018, and improving this further remains a core focus.

Our approach

Driving gender balance throughout the business

- Target of 40% female representation in senior management (our HM Treasury Women in Finance Charter commitment)
- Regular reporting on gender diversity in management information
- Each member of the Global Leadership Team has personal responsibility for diversity goals and development of female talent in their own team

Training, education & HR processes

- Diversity, anti-harassment and unconscious bias training
- Competency-based approach to hiring, aligned to our values
- Use of technology to ensure job descriptions are gender neutral
- Interview panels include at least one female and aim to have at least one female on interview shortlists
- Never ask for current compensation during interview process

Support groups & networks

- Internal Women@FC events and workshops, with aim of making Funding Circle the best FinTech for women to work for
- External FinTech Women and Diversitech events within wider FinTech community
- Mentoring programme, to provide advice and professional support
- Employee led support groups such as FC Allies (LGBT), FC Impact (volunteering and charity work), and culture teams

Funding Circle is proud of the inclusive culture it has built. However, as these results show, there is more that needs to be done to address our Gender Pay Gap. Over the past 12 months, we have launched initiatives aimed at recruiting and retaining female talent. We believe they are already promoting greater awareness and understanding, and will drive better gender balance across the company. However this will require sustained effort over multiple years in order to bring about the required change. We are excited for this challenge, and believe Funding Circle will play a lead role in driving a sustainable, long-term shift in gender diversity for the FinTech industry.

In 2018 we welcomed Cath Keers and Geeta Gopalan to the Funding Circle Holdings plc board, who bring decades of professional and leadership experience.