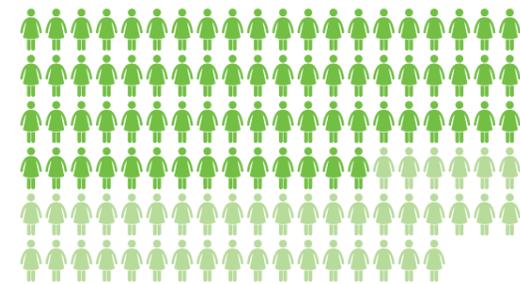


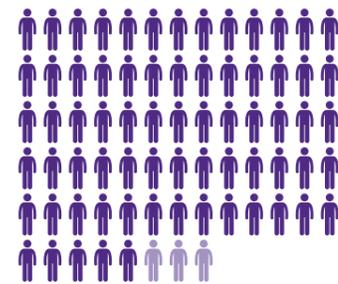
# Gender Pay Gap Reporting

The Gender Pay Gap measures the difference in pay between all females and males across Nationwide<sup>1</sup>. The distribution of our workforce has a big impact on our gender pay gap. We have more women in lower-grade, lower paid roles and more men in higher-grade, higher paid roles.

## Our Workforce Profile



Females:  
**11,691**  
36.6% work part time



Males:  
**7,247**  
3.9% work part time



Senior Executives

Middle Management and Specialist Roles

Frontline Branch and Support Roles

The spread of men and women in 'junior' and 'senior' roles has influenced our gender pay gap figures

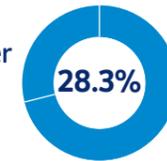
The factors contributing to our gender pay gap are not unique to Nationwide and reflect wider society and industry trends

## Our Gender Pay Gap

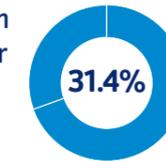
### How do we know our employees are paid fairly?

A gender pay gap and equal pay are not the same thing. Equal pay deals with pay differences between women and men who carry out the same or like work, or work of equal value. Through our regular Equal Pay Audits we review our pay system in detail. We operate a number of pay ranges across job levels and require there to be objective reasons for any differences within pay ranges, such as competency and experience.

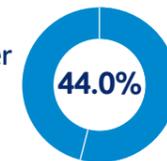
Mean Gender Pay Gap



Median Gender Pay Gap



Mean Gender Bonus Gap



Median Gender Bonus Gap



### Proportion of Men & Women in each pay quartile

Quartile*	Proportion of Females	Proportion of Males
Lower	67.3%	32.7%
Lower Middle	76.4%	23.6%
Upper Middle	59.5%	40.5%
Upper	39.4%	60.6%

### Proportion of Men & Women receiving a bonus



\*Three of the four quartiles include 4,558 employees, and one quartile includes 4,559 employees. Each quartile represents one quarter of those working at Nationwide when ordered from lowest to highest paid.

<sup>1</sup>This includes employees of Nationwide, Non-Executive Directors and temporary workers who have a contract to perform work personally for Nationwide.

A gender pay gap doesn't mean that men and women in comparable roles are paid unfairly, the figures reflect our current workforce profile



The much higher proportion of females working in our Frontline Branch & Support Roles means that we're unlikely to be able to close the pay gap fully for some time. However we know progress can be made, for example we're committed to improving the gender balance at Senior Executive levels which should see our pay gap reduce over time.



The gender bonus gap is the percentage difference in bonus paid to all women and all men over the previous year. The bonus gap is based on actual payments received, which for part time employees will be a percentage of their part time salary.



## Our Priorities

Gender diversity is a core part of our strategy. Such as, we're finding ways to increase the proportion of women in leadership roles



We run targeted professional development activities to support female progression



Our well established and growing network, Gender Equality Matters, helps raise awareness and understanding of gender equality in the workplace



We have made a public commitment through the Government's Women in Finance Charter with targets to increase women at board level and in our talent pipeline



**Gender Pay Gap:** Percentage difference in hourly pay between all women and all men working at Nationwide as at 5 April 2020. **Gender Bonus Gap:** Percentage difference in bonus paid to all women and all men in the 12 months to 5 April 2020. **The Mean:** The average, when all pay or bonuses for women and men are added together and divided by the number of women and men, this is the mean. **The Median:** The middle value, when pay or bonuses for women and men are listed in numerical order, the middle number is the median. All percentages are rounded to 0.1%.