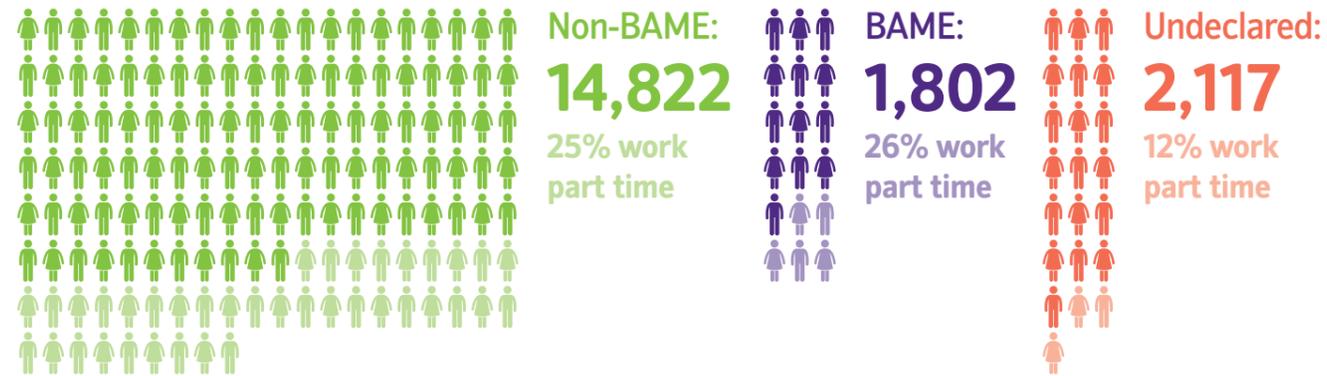
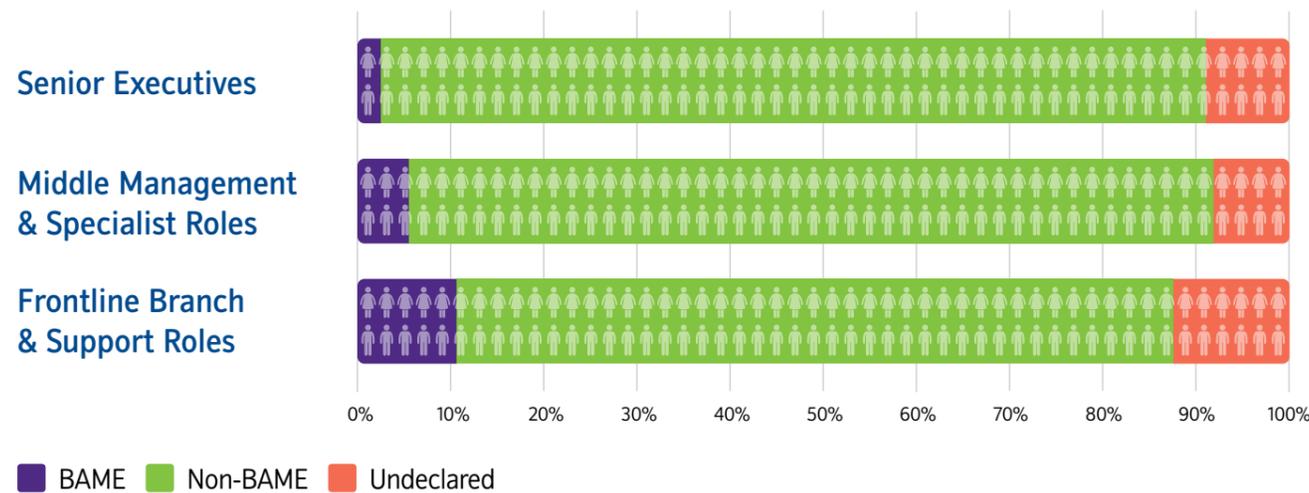


Ethnicity Pay Gap Reporting

Our Workforce Profile



The spread of BAME and non-BAME employees in 'junior' and 'senior' roles has influenced our ethnicity pay gap figures. The causes of the ethnicity pay gap are complex. There are many different ethnicities grouped under the term 'BAME', and we are working hard to do more to understand it.



Our Priorities

We set measures for greater representation in senior roles. Improving our ethnic diversity has proved challenging so we are redoubling our efforts.

We have launched a Sponsorship Programme to match talented people from minority groups to leaders who believe in their potential and will support their development.

Our well established network, Ethnic Minorities **pride** Aiming Higher helps raise awareness and understanding of the barriers our ethnic minority employees may face.

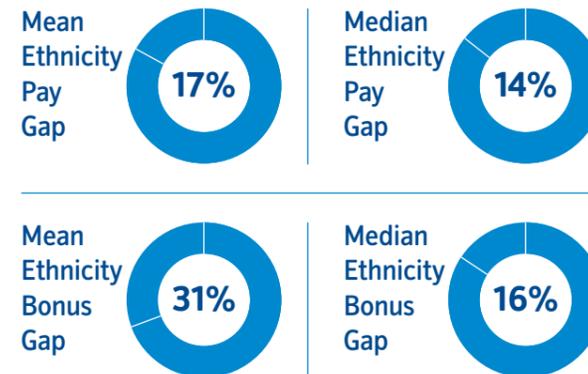
We have made a public commitment through being a signatory to the Governments **RACE AT WORK CHARTER** to tackle barriers ethnic minorities face in recruitment and progression.

We are choosing to publish our Ethnicity Pay Gap for the first time ahead of any mandatory reporting requirements. The Ethnicity Pay Gap measures the difference in pay between all employees who have identified as black, asian and minority ethnicity (BAME) and white (non-BAME) employees across Nationwide¹.

Our Ethnicity Pay Gap

How do we know our employees are paid fairly?

An ethnicity pay gap and equal pay are not the same thing. Equal pay is about the pay of people who are doing the same or equivalent jobs. We're confident we don't have issues with equal pay. 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.



Proportion of BAME & Non-BAME employees in each pay quartile

Quartile*	Proportion of Non BAME	Proportion of BAME
Lower	88%	12%
Lower Middle	85%	15%
Upper Middle	90%	10%
Upper	93%	7%

*Three quartiles have 3,989 people and one has 3,990. Each quartile represents one quarter of those working at Nationwide when ordered from lowest to highest paid. The quartile figures do not include employees who had not declared their ethnicity at the time of reporting.

¹For the purposes of this infographic 'employees' refers to employees of Nationwide, Non-Executive Directors and temporary workers who have a contract to perform work personally for Nationwide.

Proportion of BAME & non-BAME receiving a bonus



An ethnicity pay gap doesn't mean that employees with different ethnic backgrounds in comparable roles are paid unfairly, the figures reflect our current workforce profile.

The ethnicity pay gap is influenced by our workforce profile. However that is only one factor. We don't know all the answers yet, but we want to start the conversation about why we have a pay gap and what we can do about it. Publishing our pay gap is just the first step in understanding what drives it.

Those individuals who did not qualify for a bonus payment include temporary workers, workers transferred in from Carillion on different terms, Non-Executive Directors, newer employees and a small number who performed below expectations.

Ethnicity Pay Gap: Percentage difference in hourly pay between all BAME and all non-BAME employees working at Nationwide as at 5 April 2019. Only employees who had declared their ethnicity as at 5 April 2019 have been included in the calculation.
Ethnicity Bonus Gap: Percentage difference in bonus paid to all BAME and all non-BAME in the 12 months to 5 April 2019. All percentages are rounded to the nearest 1%. Only employees who had declared their ethnicity as at 5 April 2019 have been included in the calculation.
BAME: Black asian and minority ethnicity. Employees have voluntarily provided their ethnicity based on how they self-identify. All employees who have identified as any ethnic group or subgroup other than 'White' have been included as BAME.
The Mean: The average, when all pay or bonuses for BAME and non-BAME employees are added together and divided by the number of BAME and non-BAME employees, this is the mean.
The Median: The middle value, when pay or bonuses for BAME and non-BAME employees are listed in numerical order, the middle number is the median.