

BNY MELLON LONDON BRANCH

# 2020 Gender Pay Gap Report

We power individuals and institutions to succeed across the financial world. As well as helping our clients achieve stronger financial outcomes, we support our people to achieve their full potential. As part of our commitment to equality, BNY Mellon has published its fourth UK Gender Pay Gap report, in accordance with the UK government's criteria.





# Gender Pay versus Equal Pay

Measuring a gender pay gap is not the same as measuring equal pay. The **Gender Pay Gap** is a measure of the difference between the average earnings of men and women. Equal pay means being paid the same for the same/similar work. BNY Mellon conducts ongoing and consistent reviews of pay levels across all comparable roles in the business to ensure men and women are paid equally for doing equivalent jobs with similar levels of experience and skill.

## PAY AND BONUS GAP

	2019 Mean	2020 Mean	2019 Median	2020 Median
Base Salary Pay Gap	<b>19%</b>	<b>18%</b>	<b>18%</b>	<b>19%</b>
Bonus Pay Gap	<b>37%</b>	<b>33%</b>	<b>36%</b>	<b>25%</b>

As at 5 April 2020, the disclosable median pay gap is 19% and the mean pay gap is 18%. For 2019, the figures were 18% and 19% respectively. Analysis of our gender pay gap shows that it is influenced by a greater proportion of men than women in senior, higher-paid roles. The mean salary was driven by the mean hourly pay for men decreasing by 1.1% year on year, compared to no change in the mean hourly pay of women.

As at 5 April 2020, the disclosable median bonus gap is 25% and the mean bonus gap is 33%. For 2019, the figures were 36% and 37% respectively. Our incentives and bonuses are paid on a prorated basis and therefore the bonus pay gap is influenced by the greater proportion of women occupying part-time roles and taking extended periods of leave. Additionally, the bonus pay gap can continue to be impacted by deferred awards that have vested within the reporting period. Given men occupied a greater proportion of senior roles during the past decade, they would still be receiving deferred awards from those years. However, we are encouraged to see the improvement in these numbers over the past year attributable, in part, to a new initiative we launched in 2019, that increased the eligibility period for those who had spent time on company paid leave. We believe this initiative positively impacted all forms of leave, and likely helped to reduce our bonus pay gap, given the extended incentive eligibility period through a maternity leave.

PROPORTION OF EMPLOYEES RECEIVING AN INCENTIVE AWARD – 2020



MEN

91%

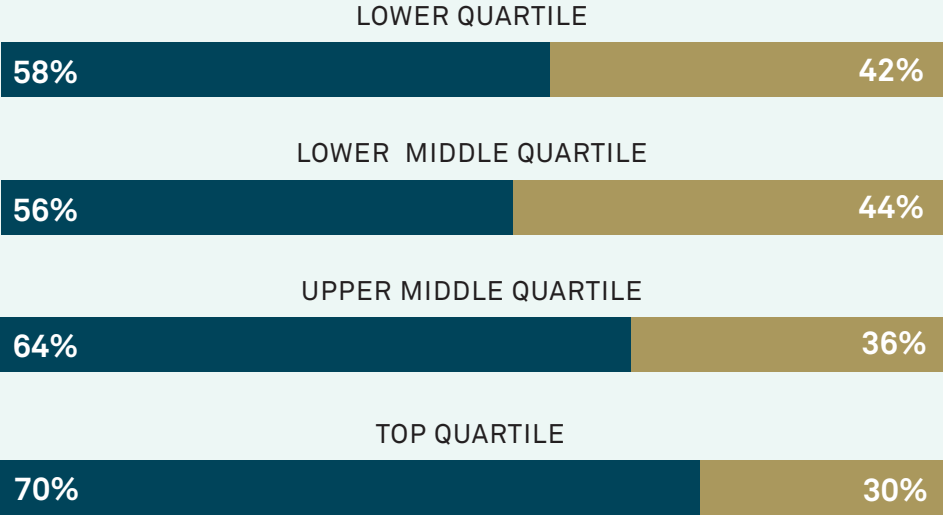


WOMEN

95%

All UK employees have an equal opportunity to participate in our incentive programmes and we actively monitor and review decisions made in our annual pay-for-performance cycle.

GENDER DISTRIBUTION BY PAY QUARTILE – 2020



# Addressing the Pay Gap

One of our four core values at BNY Mellon is Strength in Diversity—we seek out who is missing and help everyone feel included. We invest in each other's success. We are committed to improving workforce representation through external hiring and internal mobility, and the advancement and retention of diverse employees. To support our aims, we are improving our HR operating model, technology systems, talent management practices and recruitment processes to enable more effective access and support of a broadly diverse talent pool.

Thirty per cent of London Branch employees at the senior management level, 36% at middle management level and 39% at all levels are women. Until we have balanced employee representation at every level of the organisation, a gender pay gap will likely persist.

Whilst we have seen a small improvement in the mean salary, unfortunately the median salary has increased by 1 percentage point. The main reasons for this were that male median pay increased by 1.5% since 2019, whilst female median pay decreased by 0.7%. Additionally, we have a higher percentage of women employees working part time (10% vs 1% of men), which contributed to the pay gap; although we are pleased that our incentives for paid leave periods appear to have reduced the bonus gap.

“The Career Development workshop was one of the best workshops I’ve been to. It was packed with useful information, was engaging and empowering! I’ll be looking out for any follow up sessions and I’m now exploring further resources while I’m waiting for my CFA designation before applying for a board position. This is very exciting, thank you so much!”



**Agata Kimble**

Specialist, Proposal Development,  
Asset Servicing and Digital Sales

We continue to focus our efforts on a number of actions to improve our gender pay gap in the UK, including:

- Recognising the need to support our employees through significant life events and to moderate the potential impact a period of absence can have on an individual's pay—employees remain eligible for incentives during all company paid leave periods.
- We encourage our employees to take advantage of maternity, adoption and shared parental leave (26 weeks full salary pay) and we support working parents through family-friendly policies, an online parental leave toolkit, a parental buddy programme, virtual babysitting, enhanced child and eldercare support, and a programme that supports parents currently on, or recently returned from, parental leave.
- We leverage technology to improve connectivity and digital collaboration with clients and colleagues, which has proved vital during Covid-19 in enabling the majority of our employees to work flexibly.
- Our executive leaders have set targets, with particular emphasis on diversifying senior management, and their variable compensation is tied to the achievement of performance goals, including diversity goals. We provide leaders with real-time workforce metrics to help them make informed decisions to improve gender diversity, including establishing hiring protocols, managing attrition, and strengthening internal talent pipelines for promotion.
- In our recruitment process we mandate diverse long and short lists at every stage, recommend the use of diverse interview panels and require gender-neutral language in job descriptions.
- Starting in 2021, improved reporting capabilities within our HR systems will allow enhanced data insights to assess the impact of our recruitment strategies and diversity updates added to monthly business review meetings will increase visibility, focus and governance.

- We promote inclusion, and development of inclusion as a leadership competency, through workshops hosted in partnership with our employee and business resource groups, including the **Women's Initiatives Network (WIN)**.
- We launched a Business Inclusion Forum in 2020, to ensure Diversity and Inclusion is kept at the core of our talent experience and embedded in our strategy. This group drives business ownership of Diversity & Inclusion including efforts to attract, retain, develop and advance women.
- We support the development of our workforce with company-wide initiatives including internal and external mentoring, reverse mentoring and sponsorship programmes and professional development workshops.

As signatories of **HM Treasury's Women in Finance Charter** since 2016, we are committed to championing industry-wide gender diversity transformation. We actively promote diversity across the financial services industry through thought leadership, best practice sharing and peer collaboration forums. We are included in the **2021 Bloomberg Gender-Equality Index**, which seeks to drive change in gender equality through measurement and transparency.

While the UK Gender Pay Gap requirement focuses on gender, we believe it is important to look beyond binary, cisgender classifications. During 2020 we expanded our self-identification questionnaire to include Transgender and Non Binary options to ensure everyone is counted. We have developed manager and employee resources including Transgender Guidelines and

“Thank you very much for these excellent Career Development workshops. I'm at the stage in my career when I have a lot of work responsibilities leading teams and at the same time a young family to balance so this has really been useful.”



**Grace Dimarucut**

Head of EMEA Asset Servicing Production Services

“The Sponsorship Programme was a very great opportunity in terms of the programme itself and I have certainly learned a lot from my sponsor and also from the peer group.”



**Maria Golubeva**

Senior Transaction Manager, Corporate Trust

our LGBT+ network has run a series of LGBT+ Inclusion and Allyship workshops. In 2020, The Human Rights Commission Corporate Equality Index gave BNY Mellon a 100% score and named us among the Best Places to Work for LGBT+ Inclusion. We recognise life experiences vary, and want to ensure our programmes are accessible by all women. An example of this is the recent collaboration between our Women's network and our LGBT+ and multicultural networks when seeking applicants to participate in an external cross company mentoring programme, recognising and leveraging the intersectional advantage of these partnerships for the benefit of all and in this instance, women.

We continue to take actions to improve gender balance and promote an inclusive workplace. We remain dedicated to attracting the best talent and empowering our employees to reach their full potential. This is a work in progress, and we recognise the importance of holding ourselves accountable, championing diversity with our peers and recognising the role we each can play to identify solutions and drive positive change.

To learn more about diversity and inclusion at BNY Mellon, visit [BNYMellon.com/diversity](https://www.bnymellon.com/diversity).

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Hani Kablawi'.

**Hani Kablawi**

Chairman of International