

Gender Pay Gap 2022

Hampshire Trust Bank Plc ('HTB') has published its Gender Pay Gap figures for the first time.

This UK requirement has enabled us to analyse how we remunerate our colleagues and to identify the gaps behind these figures.

Whilst our results are favourable compared with our peer group, we acknowledge that our Gender Pay Gap findings continue to show a difference in average earnings between women and men. This gap is mainly driven by a higher proportion of male colleagues in senior roles and within certain specialist functions. The current position reflects the challenges we face in sourcing suitable female candidates where the market population mix is skewed sharply towards men. We make every effort to find the best talent to support our ambitions and diversity remains a crucial component of our people strategy and of our culture.

We are proud to be a culturally diverse organisation but we acknowledge that we need to maintain our efforts in driving down our Gender Pay Gap.

Further insights from our Gender Pay Gap analysis, is provided in the supporting narrative. It should be noted that figures presented relate to Hampshire Trust Bank only.

■ Female ■ Male

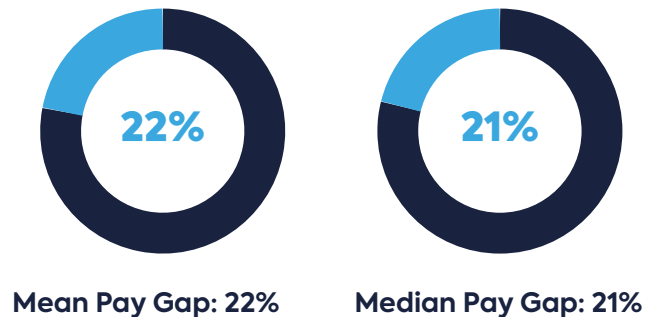
Gender Representation

Our workforce represents
(as at snapshot date: 5th April 2022):



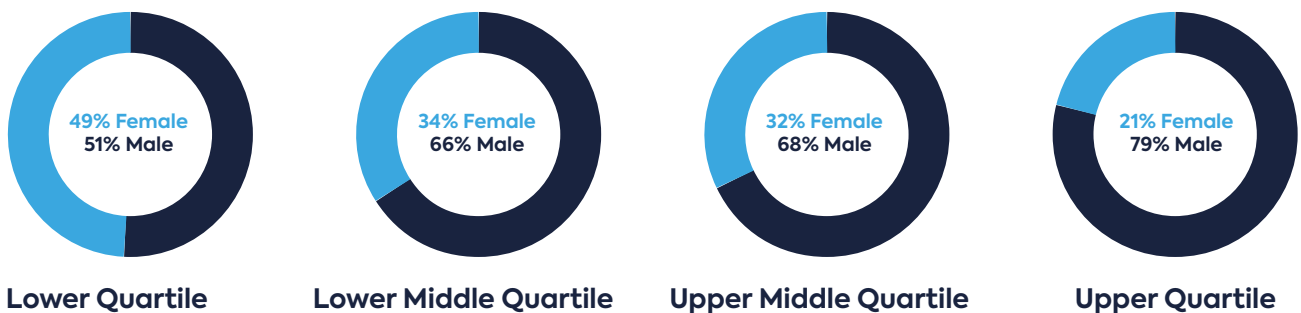
Gender Pay Gap

Based on hourly pay



Gender Representation by Pay Quartile

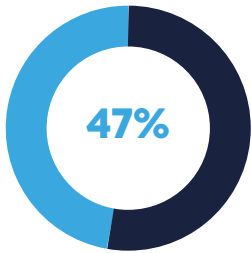
Based on hourly pay



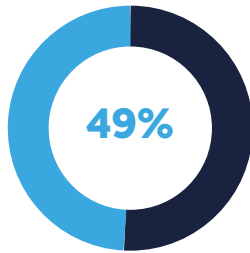
 Female  Male

Gender Bonus Gap

Based on hourly pay

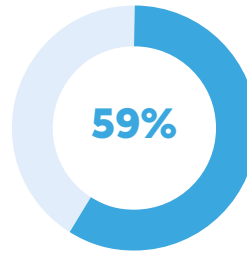


Mean Gap: 47%

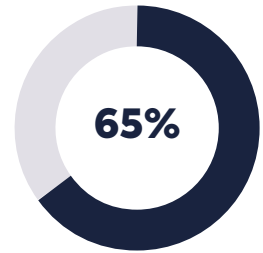


Median Gap: 49%

Percentage of Colleagues Receiving a Bonus



Female



Male

Hourly pay gap data shows the percentage difference in average hourly pay between all full pay relevant women and men working at HTB as at 5 April 2022. **Pay quartile** data shows the gender distribution across the four quartiles of the workforce based on hourly pay as at 5 April 2022. **Bonus pay gap** data show the percentage difference in average bonus pay made during the 12 month period to 5 April 2022 to all relevant women and men working at HTB as at 5 April 2022.

On behalf of Hampshire Trust Bank Plc, I can confirm that the Gender Pay Gap information published is accurate.



Matthew Wyles

Chief Executive Officer, Hampshire Trust Bank Plc