



The
Nottingham

| GENDER PAY REPORT | 2022

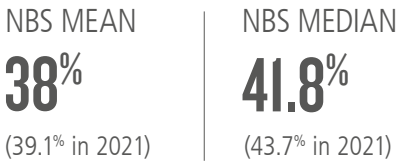
INTRODUCTION

This report outlines the gender pay information for The Nottingham for 2022. We are pleased to share an improvement in our gender pay gap and remain committed to driving forward the key initiatives to build an inclusive and supportive culture of equal opportunity for our colleagues.

GENDER PAY REPORTING EXPLAINED

We collected our gender pay data on 5 April 2022 for the sixth year of reporting. We're required to report both the mean and median average pay gap and include basic salary, bonus and certain allowances but exclude overtime or deductions. Where pay is less, due to reasons such as maternity, paternity or sick leave the individual is not included in the pay gap calculation. For context, The Nottingham is made up of 32% males and 68% females and 95% of part-time workers are women.

GENDER PAY GAP 2022

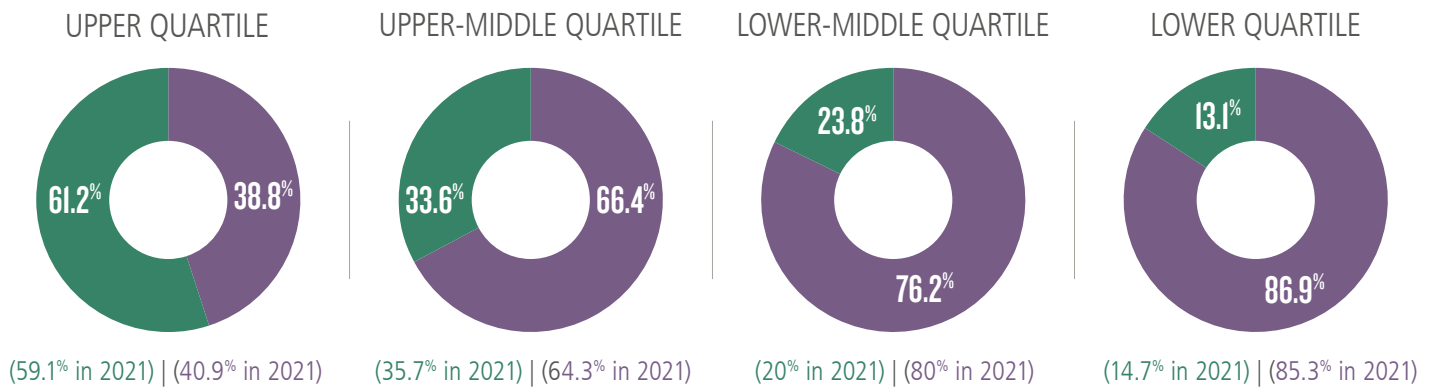


Our mean gender pay gap has reduced by just over 1% and our median pay gap by almost 2% (from 2021). Whilst we are pleased to demonstrate an improvement, our gender pay gap remains above some of our peers in the building society sector and we recognise that ongoing focus is required for us to make further improvements.

Our gender pay gap is predominantly driven by having a high proportion of women in the lower pay quartiles and a higher proportion of men in the upper quartiles.

In 2022, the percentage of females in the lower pay quartile increased slightly while the percentage in the upper quartile decreased slightly. However, our pay gap has fallen due to female appointments at senior levels within the upper quartile.

EMPLOYEE PAY QUARTILES ● MEN ● WOMAN

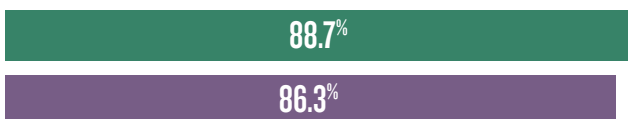


SPLIT OF PART-TIME EMPLOYEES

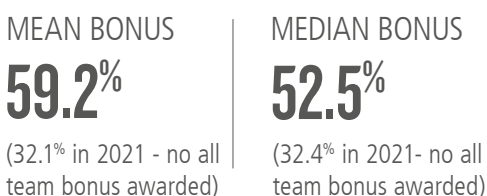


A higher concentration of part time roles sit within the lower pay quartiles compared with the full time roles and 95% of our part time employees are women which we believe is due to traditionally females picking up caregiving roles.

BONUS PAYMENTS



BONUS PAYMENTS





AREAS OF FOCUS

We continue to focus our efforts on becoming a more inclusive society and further reducing our gender pay gap.

We remain signatories of the Women in Finance Charter (since 2016) and have exceeded our 35% diversity target for senior management this year and committed to a future target of 50%.

We have also focused on raising the diversity of our senior leadership through succession planning and considering diversity in Executive level recruitment. A number of females in our Leadership and Executive team have received a positional or pay promotion in 2022. Out of the 33 members of the Leadership team and Executive team an equal level of 6 women and 6 men received promotions.

Every search partner we now use in our recruitment practices is targeted to a minimum 50% diverse shortlist inclusive of gender and ethnic minority. Our resourcing technology also scans for any gender biased words in our job adverts.

We have introduced a permanent hybrid working model at our head office to enable colleagues to balance the flexibility of home working with the opportunity to collaborate with their colleagues in the office.

We've also maintained a range of wellbeing support for our colleagues from Mental Health First Aiders to setting up a Menopause Support Network and partnering with Menopause in the Workplace. We achieved an engagement score of 81% in our annual engagement survey (1% above 2021) and 83% of colleagues feel they can be their true selves at work – some great progress for us to build on.

STATEMENT OF ACCURACY

The information presented in this statement in relation to Nottingham Building Society and The Nottingham Group has been created in line with and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 in relation to the pay period 5 April 2022.

Sue Hayes
Chief Executive Officer



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