

Santander UK Operations Limited

Santander UK Operations Limited provides operational services to Santander in the UK and its affiliates. We live by the Simple, Personal & Fair values of the Santander Group which underpin our open, diverse and inclusive culture.

This means that we aim to create a thriving workplace where every colleague has a voice and is recognised for their unique contribution.

This is our fourth annual gender pay gap report.

7.1%

The **mean** average gender pay gap in Santander UK Operations.

5.3%

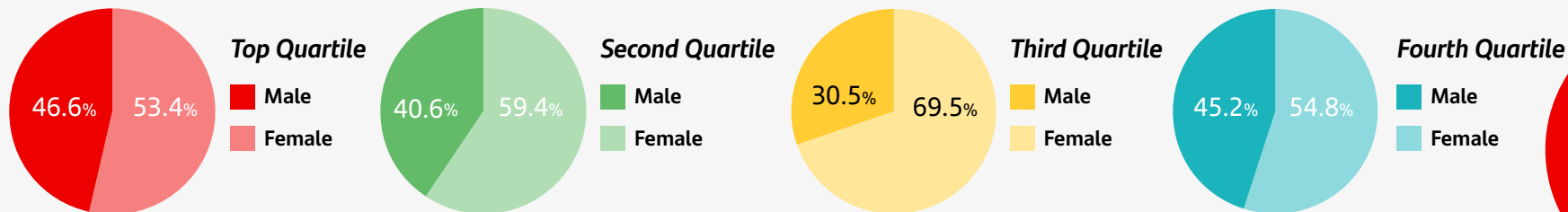
The **median** average gender pay gap in Santander UK Operations.

26.1%

The **mean** average gender bonus gap in Santander UK Operations.

15.3%

The **median** average gender bonus gap in Santander UK Operations.



The proportion of eligible male and female employees who received a bonus was **90.3% (male)** and **92.4% (female)**.

The gender pay gap shows the difference in average pay between women and men. This is different to equal pay i.e. women and men receiving the same pay for the same role. The gender pay gap takes into account all roles at all levels of the organisation, rather than comparing pay received by women and men performing the same roles.

We regularly review and analyse our employee pay to ensure men and women are treated equally when performing the same role. We are therefore confident that we do not have equal pay issues.

However, our pay and bonus gap figures show that continued positive action is required. We share the goal of a genuinely diverse and inclusive workplace which is set out in the Santander UK plc gender pay gap report, and are aligned to the comprehensive action plan set out in that report to achieve this.

Iain Plunkett
Chief Operating Officer, Santander UK

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.