

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 third annual gender pay gap report.

7.6%

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

-0.1%

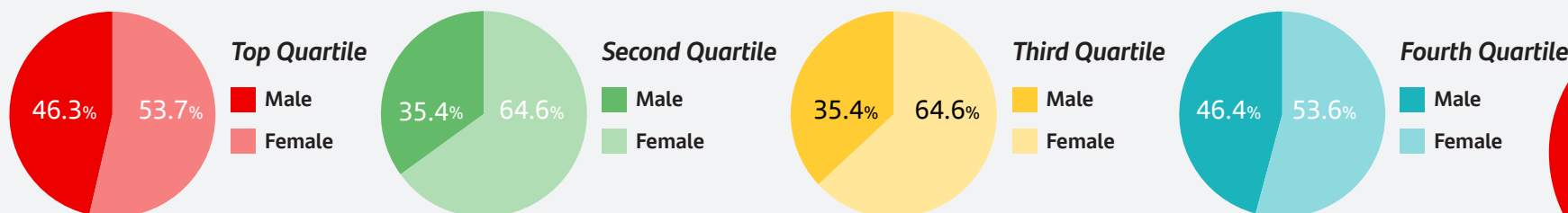
The **median** average gender pay gap in Santander UK Operations.

32.9%

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

22.5%

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



The proportion of eligible male and female employees who received a bonus was **83.8% (male)** and **88.7% (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.

Santander UK Operations does not have an equal pay issue. We are confident that the Santander UK Operations Reward Framework and Annual Performance Bonus Scheme are gender neutral by design and application.

However, our pay and bonus gap figures show that continued positive action is required. We actively collaborate with Santander UK plc to promote and implement the Santander values and behaviours which drive our inclusive culture and encourage a more diverse working environment. More detailed information outlining the action plan is available on the Santander UK plc report.

Leopoldo Martinez

Head of Operations, Lean and Automation Services

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.