

Gender Pay Gap Report

As Santander's technology arm, we are their software and infrastructure specialists, developing software and digital applications and cloud solutions helping to give Santander's customers a great banking experience. Santander UK Technology actively lives and supports inclusion. Our vision is to make inclusion unconscious, deeply embedding the value of difference throughout the organisation.

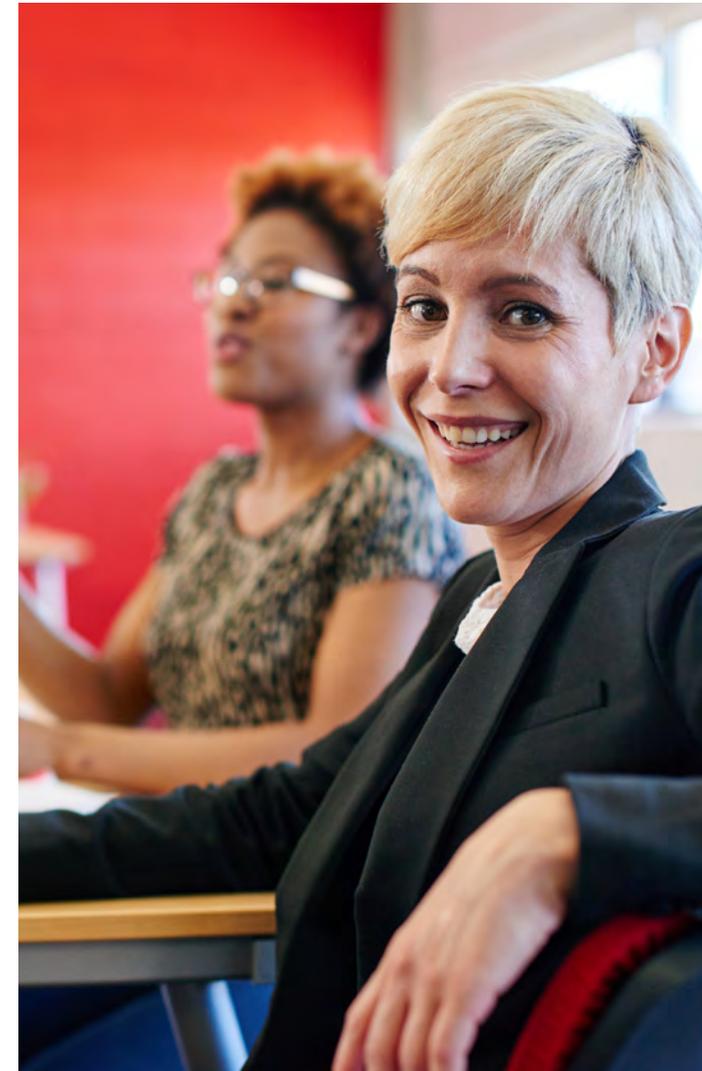
What Has Changed?

It has been a momentous year for Santander UK Technology. We are now owned by Santander UK plc. Our growth has been unprecedented, including welcoming a transfer into our organisation of our partner organisation Platforms (formally known as Produban UK). This has meant our employment population has more than doubled since January 2018. This has brought our organisation great opportunity to achieve its strategy, share skills to grow our organisational capability and to support Santander UK to achieve its aim towards increasing its digital customer market presence by providing world class technical solutions and support.

This important change to our company profile has meant that our people demographic has changed substantially from last year.

Additionally, we have invested in talent attraction and our early in career programmes. We have expanded our graduate population and commenced new direct entry programmes in partnership with third party suppliers.

This rapid growth and investment is positive for our organisation and our people, creating options for acquiring new skills, re training and the ability to move across the organisation to the many new job posts created. We hope to see a return on this investment in the future in the gender representation in senior roles. This is reflected when comparing our result metrics in this report to those published last year.





Our Inclusion Values

Santander UK Technology sees inclusion as a commercial and ethical imperative. How we are seen and perceived by our own talent, by potential talent, supply chains and customers reflects directly on our ability to attract and retain talent. Our pride in our brand, and what we offer in terms of our culture, reward and our employee proposition is critical to our future success.

Santander UK Technology is fully committed to providing an environment that offers equal treatment and opportunity for all its workers, job applicants, customers and suppliers.

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.

As a technology organisation operating within the finance sector, Santander UK Technology is affected by traditionally male dominated population but is operating at above industry sector national average levels and is striving to achieve gender balance within the organisation.

Santander UK Technology is part of Santander UK's charter status under the HM Treasury Women in Finance Charter which commits to achieving gender balance at senior levels. Santander UK Technology supports the progression of women to senior roles through dedicated leadership programmes, mentoring and personal development. Our talent attraction practices are vigilant of any gender bias and attraction.

Santander UK Technology offers a sophisticated reward structure with generous SMART pension schemes and a range of salary sacrifice benefits such as health care, dental options, buying and selling holiday and childcare vouchers. We also support flexibility in the workplace through policies, "The Way We Work" statement and offering a variety of flexible working options.

There are nearly 11,000 fewer women working as ICT professionals than in 2016. Women make up 17% of the total, a drop of 1%. Men working in ICT professional occupations has dropped by 15,000'.

1: Women in STEM workforce 2017
<https://www.wisecampaign.org.uk/statistics/women-in-stem-workforce-2017/>



What are the underlying causes of Santander UK Technology's gender pay gap

Santander UK Technology is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/ maternity, sexual orientation, gender reassignment or disability.

It is important to say that 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 or similar job). Our gender pay gap results show that we have less women in senior roles than men. All roles in

SanTech are eligible for bonus. Those in more senior roles have more challenging performance targets. Their discretionary reward reflects this and is higher. It is the case that our population in the lower quartile has grown due to the acquisition of our partner organisation, Platforms.

Results for Santander UK Technology

SanTech is the software and service provider for the Santander UK banking group. It has two main divisions which are now formally amalgamated since January 2018, Engineering (formally Isban) and Platforms (formally Produban).

Our gender pay results are static from last year. Our bonus pay gap has reduced substantially. This is because we have a larger population base due to acquisition. In addition, we have undertaken an extensive recruitment drive and, in particular, invested heavily in our early in career opportunities. We have expanded our graduate programme and continued to support our existing graduates through reward. We have introduced a direct entry programme with partners Makers and QA training academy. This has created more accessibility to bonuses in our new entrants and early in career grades at similar payment rates, creating a more even spread of variable remuneration.

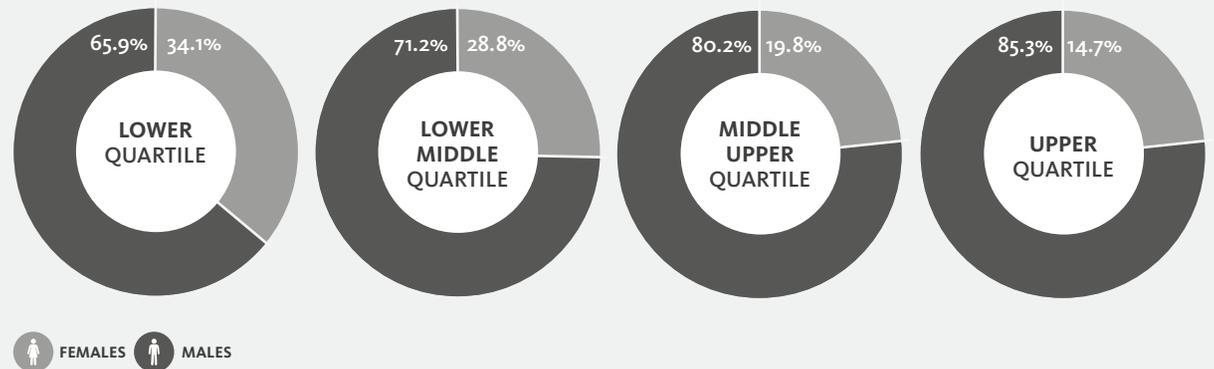
Santander UK Technology has a mean gender pay gap of **11.1%**

Santander UK Technology has a median gender pay gap of **9.4%**

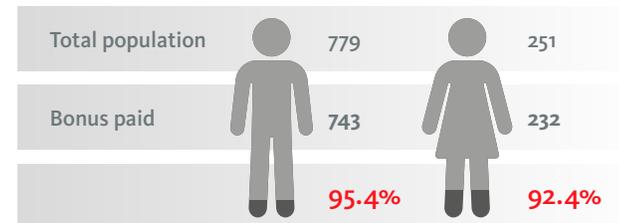
Santander UK Technology has a mean gender bonus gap of **9.9%**

Santander UK Technology has a median gender bonus gap of **5.0%**

Pay quartiles by gender



We recognise that we still have work to do in balancing the gender representation in our senior population, however, by increasing our talent attraction substantially this year, we aim to see dividends in the future.



You can find last years' gender pay gap reports for Santander UK Technology Engineering and Platforms on our website www.santandertechnology.co.uk

Our Action Plan

We are committed to creating a diverse and balanced workplace and are taking a number of targeted actions.

Our targets

Santander UK Technology is affiliated to the Charter status of Santander UK in the HM Treasury Women In Finance Charter.

SanTech does take accountability for its gender representation in senior roles by setting its own targets, set in the context of a technology sector organisation.

In 2017 Engineering set itself a target to achieve 20% representation in senior roles. As at 31 December 2017 it actually achieved 17%. SanTech recognises that there is more to do and has been undergoing talent attraction programmes and an extension in its award winning graduate programme throughout 2018 to drive achievement of gender balance in the future.

Employee Led Networks

SanTech promotes and participates in the employee led networks of the Santander UK Group. These networks are sponsored by Executive Committee members and include a range of focus including LGBT+, BAME, Disability and Parents and Carers. The Women in Business network specifically supports women to advance their careers.

SanTech supports these networks further through the initiatives of the Women In Technology Community.

The mission of the Women in Technology Community is to provide a forum for those who are concerned and interested in promoting gender balance and the issues that relate to it in technology jobs.

Santander UK has targeted actions to improve gender diversity by:

- ✔ The tone from the top
- ✔ Ambitious targets
- ✔ Recruitment and gender balanced shortlists
- ✔ Understanding the root of the issue
- ✔ Employee led networks
- ✔ Leadership development programmes
- ✔ Returnship programmes
- ✔ Building networks and mentoring
- ✔ Unconscious bias training
- ✔ Awareness and benchmarking

Santander UK Technology embraces and is aligned to the actions to improve gender diversity by Santander UK. View the Santander UK gender pay gap report [here](#).



The community will support and encourage female career progression at whatever stage they are at by:

- ✔ Identifying possible barriers and challenges that prevent women in technology from achieving their potential
- ✔ Identifying means of overcoming these obstacles
- ✔ To promote careers in technology to women of all ages

The community will promote a culture that is welcoming to women by:

- ✔ Calling out behaviours and practices that disadvantage women.
- ✔ Being the voice of women in technology
- ✔ Suggesting and recommending positive changes that will support women in technology
- ✔ Working closely with the women in business network

Employer Sponsored activities

Websummit tickets

6 women were sponsored to attend this four day conference in Lisbon



Silicon roundabout tickets

30 women were sponsored to attend this two day conference in London

School careers fairs were supported to showcase our apprenticeship and graduate programmes

WeAreTech Women Conference

10 women were sponsored to attend this conference in London as well as a SanTech recruitment team on site



30% Club mentors and mentees programme introduced

All employees in SanTech are provided with a licence to Safari books to create a continuous learning culture.

Awards

In 2018 SanTech won two awards from the institute of Student Employers Development for it's Graduate programme Springboard: Our category was 'Best Strategic Alignment'.

Specific Training Programmes

SanTech support specific training programmes with a range of technical and skills options available on our learning platform. A network of Learning Champions are available for discussion on training needs.

SanTech participates in the Santander UK female leadership course, Accelerating You. SanTech is also a member of the 30% Mentoring Club.

SanTech supports a culture of learning by providing five 'Selfie Days' per year for all our employees. One day is assigned to supporting our communities and four days are for self learning and continuous improvement. Employees are all issued a licence to Safari Books to provide a rich resource base for learning.

Unconscious bias training

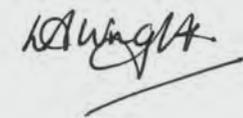
Throughout 2017 and 2018 all our employees were invited to our bespoke, face to face learning solution, as well as a mandatory online training module. The objectives were:

- ✔ Understand the psychology of Unconscious Bias and how it impacts on our everyday lives
- ✔ Explore how stereotyping and assumptions can play out at work and at home
- ✔ Reflect on inclusion at work and how you can move from good to great
- ✔ Tips for promoting inclusivity at work

SanTech Engineering confirms that the published gender pay gap reporting is accurate and signed by:



Andrew Pearson
Managing Director SanTech, Engineering



Lorraine Wright
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