

# GENDER PAY GAP REPORT 2018 ARVAL UK



**ARVAL**  
BNP PARIBAS GROUP

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Gender Pay remains a key topic for us here at Arval. We're going in the right direction as you'll see from our 2018 results but we still have much more to do.

Here we share our progress and our plans for the future. Addressing gender pay gap will take time – to truly close the gap we need senior roles in sales and senior management to have a greater balance of females to males this means encouraging women into these roles at an early stage of careers and promoting an environment to enable them to be successful.

A handwritten signature in black ink, appearing to read 'Miguel', with a large, stylized flourish underneath.

**Miguel Cabaca** Managing Director, Arval UK

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# UNDERSTANDING THE GENDER PAY GAP?

## Is the gender pay gap the same as equal pay?

No. They are two separate matters, as explained below.

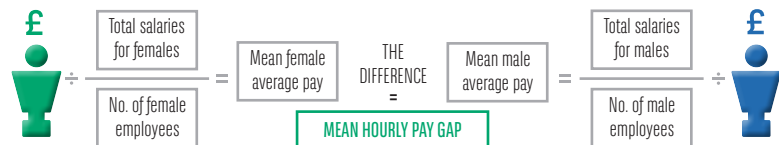
## What is the gender pay gap?

The gender pay gap concerns the hourly pay of all men who work in a company compared to the hourly pay of all women who work in the same company. It does not account for different types of jobs or levels of seniority.

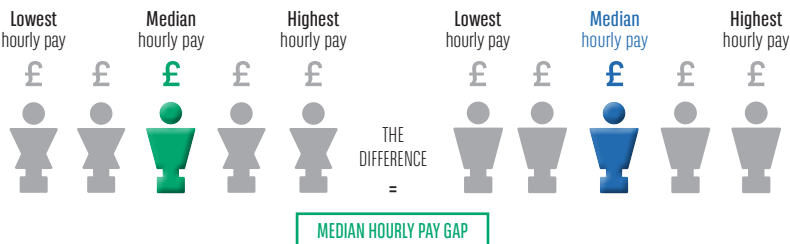
## What is equal pay?

Equal pay is when a man and a woman are paid the same for doing the same or similar work. We take our moral and legal responsibilities on equal pay seriously, and conduct reviews regularly to ensure salary and bonus decisions are fair and gender neutral.

### HOW WE CALCULATE THE MEAN DIFFERENCE



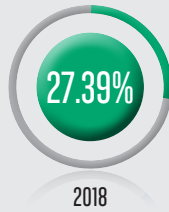
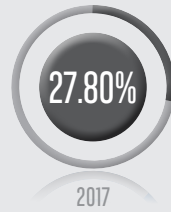
### HOW WE CALCULATE THE MEDIAN DIFFERENCE



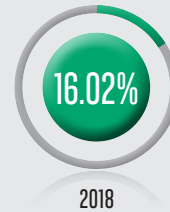
## GENDER PAY GAP

# RESULTS

Our mean  
hourly pay gap



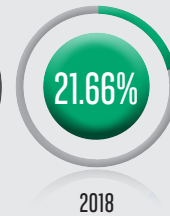
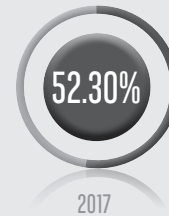
Our median  
hourly pay gap



Our mean  
bonus gap



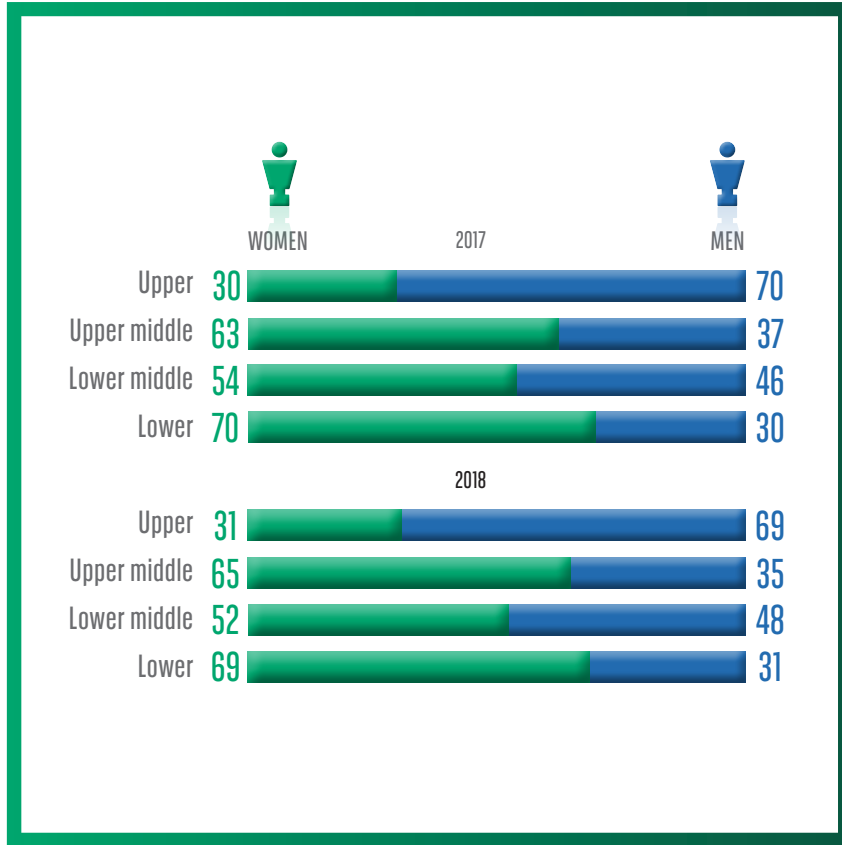
Our median  
bonus gap



## GENDER BONUS GAP

### What causes our gender pay gap?

- Men remain more likely than women to work in our senior positions and roles that attract higher market pay for example external sales and IT roles. This has improved in 2018 as the proportion of female population has increased within the top pay quartiles.
- A far higher proportion of our women work in part time roles and thus the opportunity to earn comparative amounts of other types of variable remuneration (e.g. commission) is impacted.
- We offer a large number of benefits as a family friendly employer (including being able to buy more holiday – women do so on a 2:1 ratio). This is important as gender pay calculates what is actually received by the employee through payroll – so benefits taken up that have salary sacrifice can increase the pay gap calculation.



**PROPORTION OF EACH GENDER RECEIVING A BONUS**



**Population by quartile**

Pay quartiles are calculated by ranking the hourly pay of all employees, then splitting the range into four equal quartiles and calculating the proportion of men and women in each quartile. The higher proportion of men in the upper quartiles reflects the fact that there are more men than women in senior positions, front-office and technical roles, which attract higher rates of pay.

**What are Arval UK's 2018 Gender Gap trends?**

Key indicators in our Gender Pay Gap results show an improvement in five of the six indicators.

**DECLARATION**

I confirm the information and date report is accurate of 5th April 2019.

Miguel Cabaca Managing Director, Arval UK

# WHAT WE ARE DOING TO ADDRESS THE GENDER PAY GAP



Our Diversity and Inclusion focus remains very much who we are as an employer and is critical to our future success. Diversity is in the people we hire, and in those we develop and promote. Our employee engagement survey continues to show this commitment with 91% of employees agreeing our working environment is accepting of gender differences. In 2018, a major step in the right direction to develop the culture where diversity thrives was the introduction of a brand new Reward framework – providing far greater transparency and focus on equity.

Ailsa Firth HR Director – Arval UK, BNP Paribas Group

## Recruitment



- Actively progressing balanced shortlists for senior roles whilst ensuring we carry out a **fair process and hire the best candidate for the job.**
- Ensuring recruitment adverts are worded to attract a **more diverse range of candidates.**
- Promoting our **focus on Diversity and Inclusion** internally and externally using Social Media. This will be expanded into a broader campaign using Facebook and Instagram.
- Training **hiring managers in interview skills** to **reduce bias in recruitment.**

## Career



- Making sure there's a **greater awareness of Gender Pay**, and the responsibility of our Senior Leadership Team to be career advocates for all our top talent.
- Continuing to **raise awareness on unconscious bias** through a TedTalk programme.
- Our **Mentoring programme has been piloted** and is now ready to launch with additional training for our Mentors.
- We **monitor our gender balance** in succession plans and recognition schemes.

## Culture



- Creating a supportive culture for colleagues with family commitments, through our Flexible Working and Shared Parental Leave Policies as well as enhanced maternity and paternity benefits.
- Parent and Carer Network launching shortly
- Embedding training for managers to manage diverse teams and lead inclusively.
- Our new Pay Zones reward framework is focused on transparency and equity and was a major milestone in our gender pay strategy.
- Variable bonuses have moved from % of Fixed Pay to flat £ amounts – meaning everyone is treated in the same way at each career level within Arval.
- We create opportunities for women to network and attend events such as International Women's Day.
- Management training and in 2019 we're planning a specific event for our top 50 leaders.



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