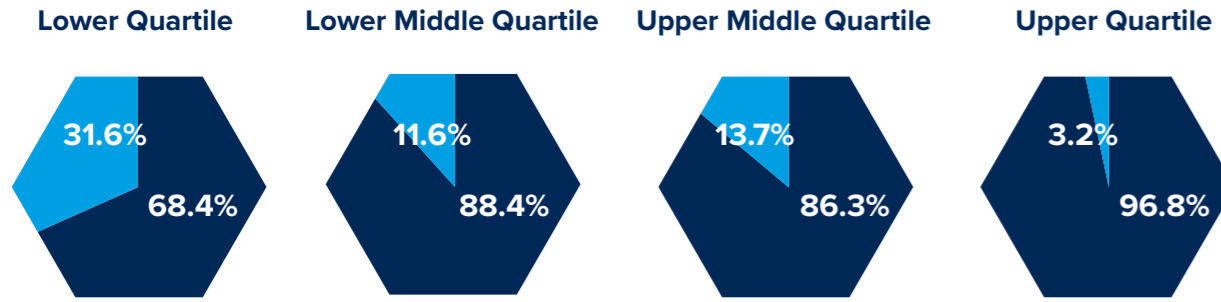
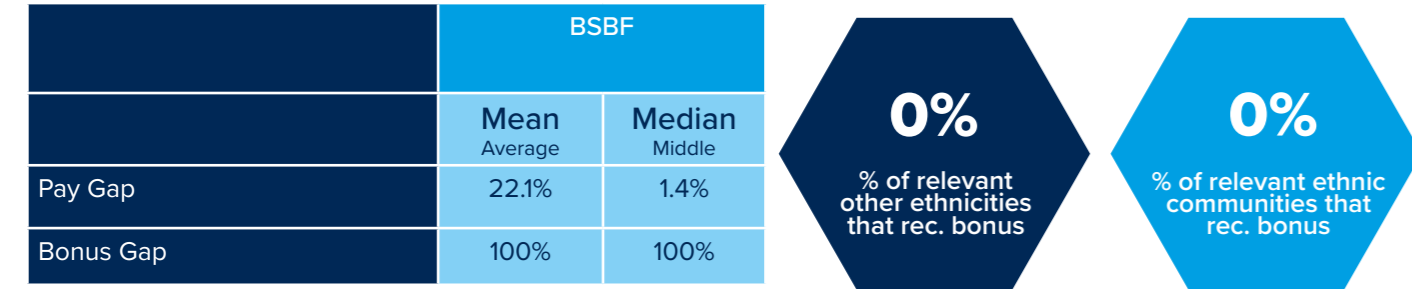


Appendix 3 - Ethnicity Pay Gap per Business Area

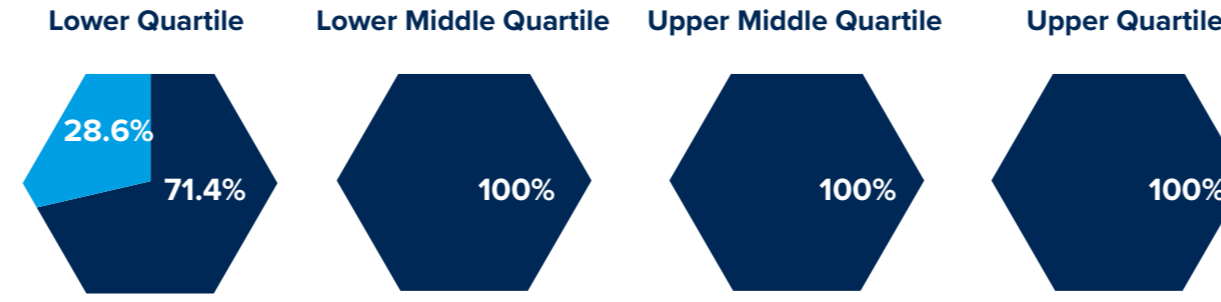
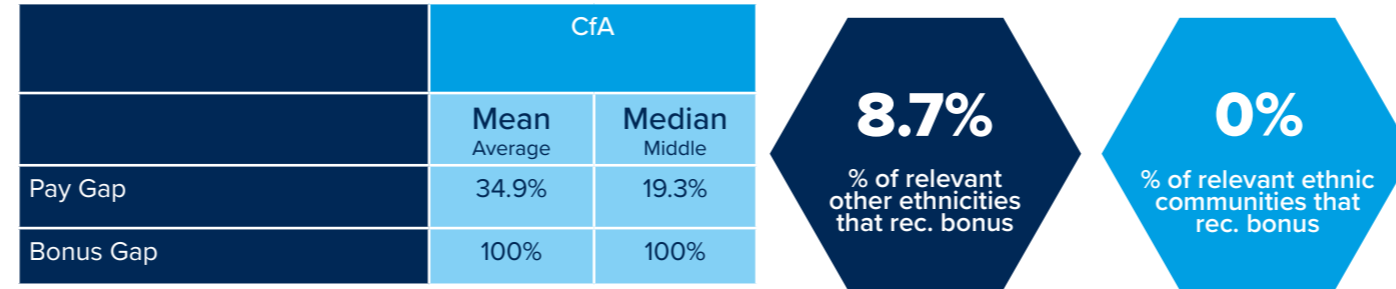
The data shows the mean and median pay and bonus gap; the proportion of colleagues from other ethnicities and colleagues from Ethnic Communities receiving a bonus and the percentage of colleagues from other ethnicities and colleagues from Ethnic Communities in each quartile band. Please note the bonus figure is largely based on commission payments/ On Target Earnings (OTE).

■ Ethnic Communities ■ Other Ethnicities

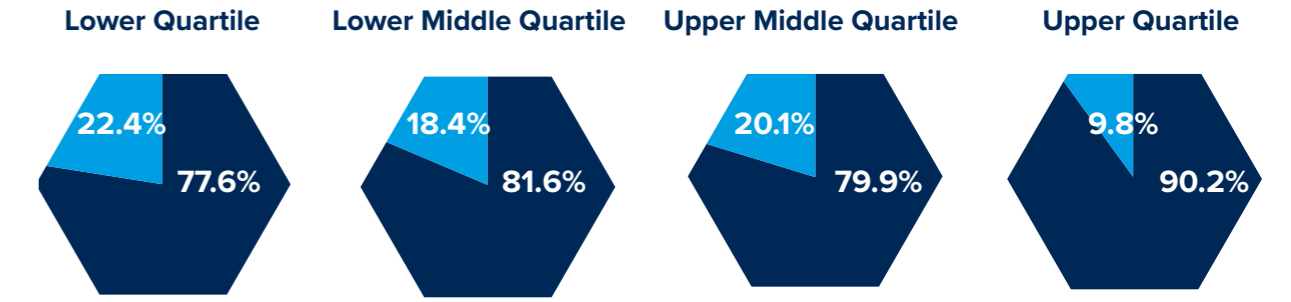
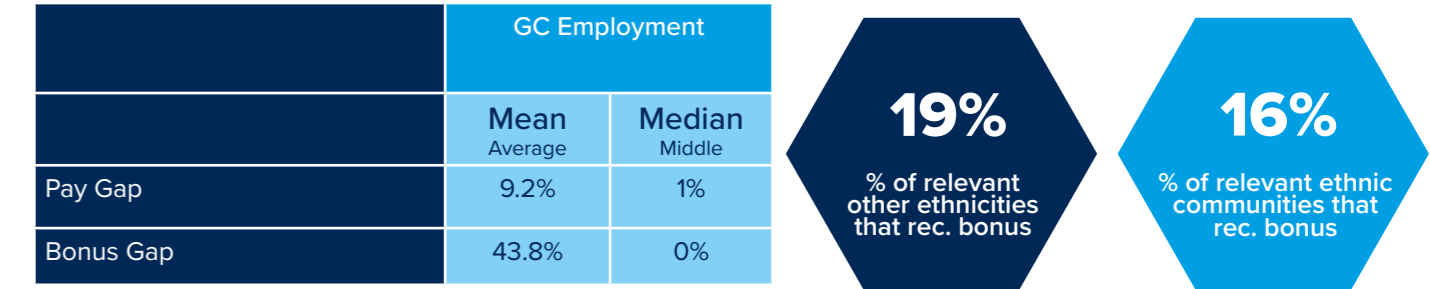
Business Support Business Finance (BSBF)



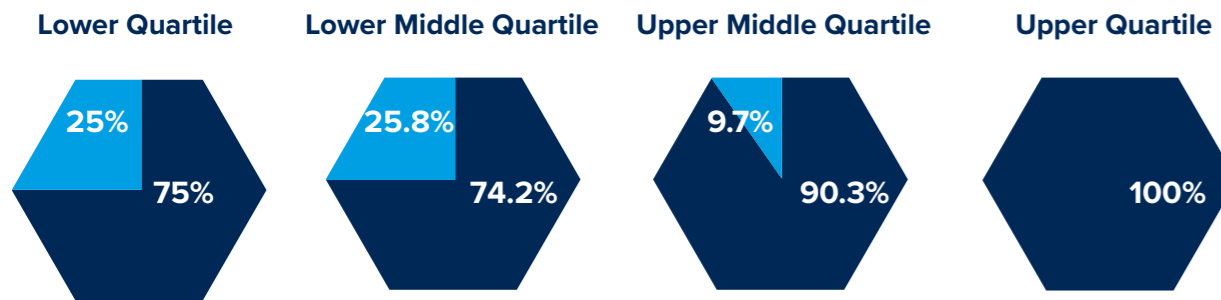
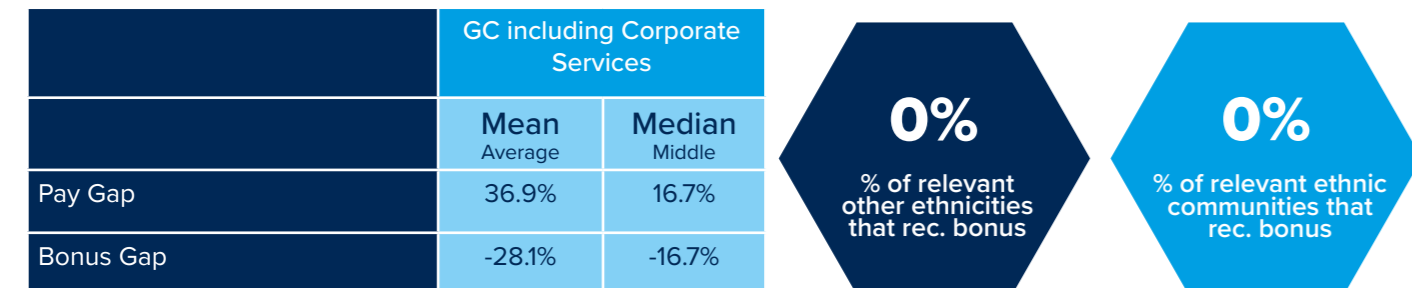
CfA



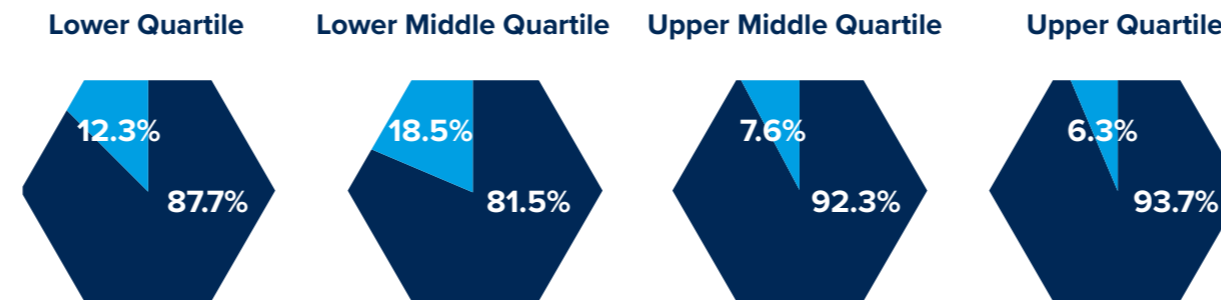
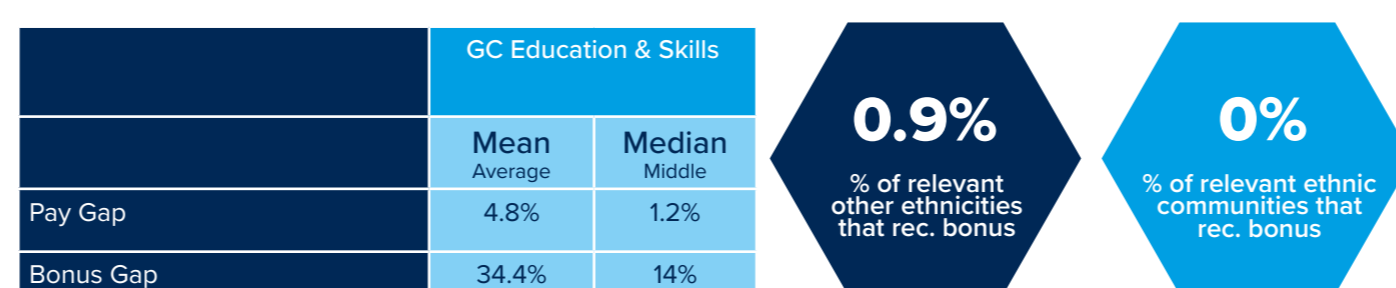
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