

2021 UK Gender Pay Gap Disclosures

(by legal entity)



Statutory Gender Pay Gap Disclosures

HSBC is disclosing 2021 gender pay gap information in line with UK regulation for the following employing entities in the UK with more than 250 employees based on the headcount as at 5 April 2021. Find out more about our approach to diversity and inclusion at www.hsbc.com/diversitycommitments

UK Entity	Employee count	Pay gap		Employee Population Receiving Bonus %		Bonus Gap		Gender distribution across pay quartiles							
		Mean	Median	Male	Female	Mean	Median	0-25%		>25% to 50%		>50% to 75%		>75% to 100%	
		M vs F	M vs F			M vs F	M vs F	Male	Female	Male	Female	Male	Female	Male	Female
HSBC UK (HBUK)	20,763	30.5%	19.3%	91.3%	90.5%	51.0%	40.9%	31%	69%	30%	70%	38%	62%	61%	39%
HSBC Global Services (UK) Ltd (HGSU)	8,217	26.7%	31.6%	96.7%	94.9%	38.1%	36.8%	42%	58%	62%	38%	70%	30%	77%	23%
HSBC Group Mgmt Services Ltd (HGMS)	5,568	28.0%	18.4%	95.5%	95.7%	40.6%	25.9%	42%	58%	50%	50%	62%	38%	67%	33%
HSBC Bank Plc (HBEU)	2,105	50.4%	51.3%	97.0%	96.3%	61.2%	72.2%	42%	58%	66%	34%	74%	26%	88%	12%
Marks & Spencer Financial Svcs (MSFS)	1,214	14.5%	2.7%	92.7%	92.1%	33.2%	22.3%	29%	71%	29%	71%	28%	72%	37%	63%
HSBC Gbl Asset Mgt (UK) Ltd (AMEU)	366	16.3%	21.1%	96.0%	97.5%	33.8%	38.5%	52%	48%	71%	29%	74%	26%	77%	23%
All UK Full Pay Relevant Employees	38,233	44.9%	46.7%	94.0%	92.2%	62.2%	56.9%	31%	69%	38%	62%	56%	44%	71%	29%

Useful definitions

Gender pay gap*	A gender pay gap* (mean or median) is the difference between the hourly rate of pay of male and female employees. The figure is expressed as a percentage of male pay.
Gender bonus gap*	A gender bonus gap* (mean or median) is the difference between the bonus paid to male employees and that paid to female employees. This is expressed as a percentage of the bonus paid to male employees. The bonus period in question is the 12 months ending on 5 April 2021.
Proportion of employees that receive a bonus*	This calculation shows the proportion of employees (male and female) that receive a bonus during the reporting year. It is expressed as a percentage of all of HSBC's UK employees.
Percentage of male and female employees in each quartile of the pay distribution*	This information reflects the balance of employees in four pay quartile bands. The bands are established by listing all employees from the lowest hourly pay rate to the highest and dividing the entire workforce into four equal parts. Once the quartiles are established, the proportion of male and female employees in each is calculated.
Mean	A mean average is calculated by adding up the pay of all relevant employees and dividing the figure by the number of employees. For example, the mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.
Median	The median is the figure that falls in the middle of a range when the pay of all relevant employees are lined up from smallest to largest. For example, the median gender pay gap is calculated based on the difference between the employee in the middle of the range of male pay and the middle employee in the range of female pay.

*This data is required as part of the UK gender pay gap regulation.

Declaration

I confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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