

Funding Circle UK Gender Pay Gap report 2022

At Funding Circle, we want our company to be as diverse as the small businesses and investors we serve, and who are the heart of what we do. This is what drives innovation and allows us to deliver a best in class customer and employee experience.

Our initiatives to improve gender diversity have progressed since 2017. Our median gender pay gap has reduced to +30.5% from +36.0% over that period, with the mean also reducing from 24.0% to 22.4%. However, between 2021 and 2022 we meaningfully increased the size of our Technology teams relative to the rest of the business.

This raised our gender pay gap and bonus pay gap as, while we try to hire a gender balanced workforce as much as possible, women remain under-represented in the broader technology sector. Tech workers are predominantly male and receive above-average remuneration. As a smaller business, hiring changes can cause short-term volatility in our gender pay gap, and we remain confident the changes and actions we are taking are reducing the gap over the medium term.

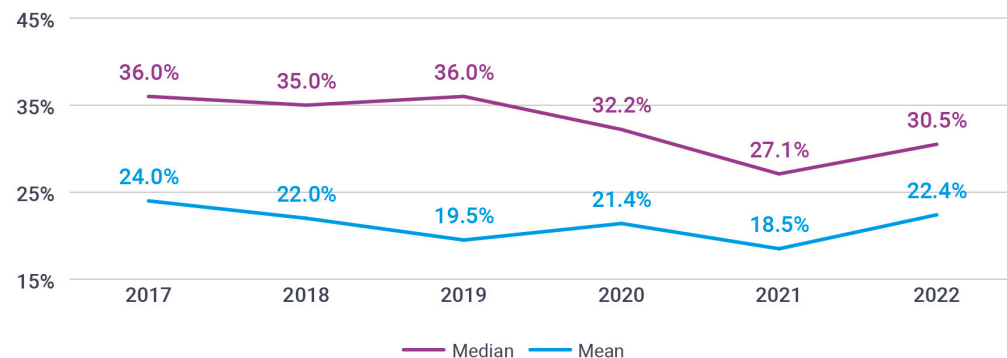
We are addressing these market-wide challenges by focusing our efforts on hiring women into technology

roles. We have been successful with recruiting female junior software engineers, with the aim of providing training and support to advance their careers within the business. While this has impacted average female pay in the short-term given the junior nature of these roles, over time we believe this strong pipeline of internal talent will help reduce our overall gap.

Our bonus gender pay gap has significantly improved over the years, with the mean reducing from 60% in 2017 to 25.7% in 2022 and the median from 50% to 34%. We also continue to make good progress towards our 2025 target of 40% of senior leadership positions held by women (see below for more detail).

The increase in women in senior leadership roles has increased the percentage of women in the upper pay quartile, although the relative growth in the size of our Technology team has also increased the percentage of women in the lower two quartiles.

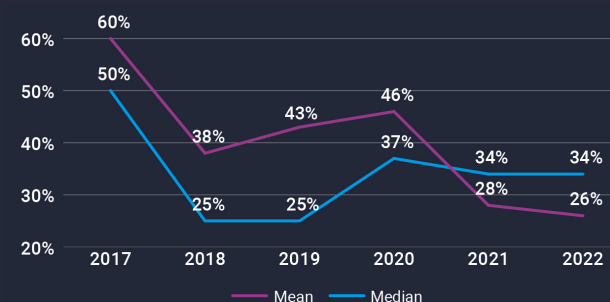
Gender Pay Gap - hourly pay



Gender Pay Gap

This report includes information relating to Funding Circle UK. The data uses the 5 April snapshot date each year in line with the government's reporting requirements. The gender pay gap is the difference between men's and women's earnings expressed as a percentage of men's earnings. The bonus pay gap is the difference between men's and women's bonuses over the year expressed as a percentage of men's bonuses.

Gender Pay Gap - bonuses



Proportion of men and women in each pay quartile

