Gender Pay Gap Report

Crown Agents Bank Limited

Crown Agents Bank Limited (Company Number 02334687).
Authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and Prudential Regulation Authority (Financial Services Register number: 204456).
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2025 Gender Pay Gap Report

Introduction

At Crown Agents Bank Limited ("the Company" or "CAB"), we are committed to fostering and championing equality, diversity and inclusion. Our goal and vision is for our workforce to authentically reflect the diverse communities we serve by 2030. We prioritise recruiting, supporting and empowering individuals who are under-represented in our sector.

UK gender pay gap legislation requires disclosures for organisations with over 250 employees. This this is our second gender pay gap disclosure. We are committed to narrowing our gender pay gap across our organisation to ensure that CAB continues to be an inclusive workplace.

Equal pay means that men and women should be paid the same where they carry out the same or similar work. We are confident that in our adherence to this principle, we ensure that our female employees are not paid less than their male counterparts for similar roles. The gender pay gap means the difference between the pay of men and women regardless of the work they carry out. The gender bonus gap means the difference in bonuses paid to men and women regardless of the work they carry out. UK gender pay gap legislation relates to disclosures regarding employees identifying as either male or female. CAB's gender pay gap is therefore reported as relating to men and women. However, CAB acknowledges and embraces all gender identities.

Our gender pay gap is primarily influenced by our workforce composition, with more senior roles carried out by men than by women. We strive for gender balance across our processes to ensure that key decisions approved are from diverse representation in our leadership team.

The gender pay gap report for 2025 covers an employee population of under 350 as at the snapshot date of 5 April 2025.

Pay and bonus gaps

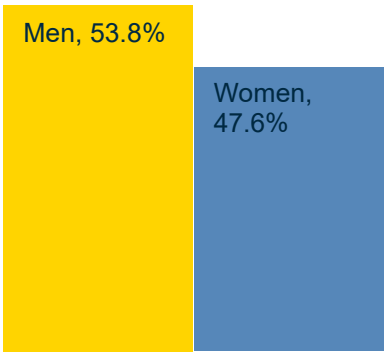
	Hourly Pay	Bonus Pay
Mean	22.5%	49%
Median	25.7%	15%

The mean gender pay gap represents the arithmetic average and reflects a higher number of men than women in higher paid roles, as shown in the hourly pay quarter disclosure.

The median gender pay gap is calculated by ranking pay and bonuses separately for men and women, then comparing the hourly rates for the middle ranking employee in each list. The median gender pay gap therefore reflects a more 'typical' view of hourly pay.

Proportion of staff awarded a bonus

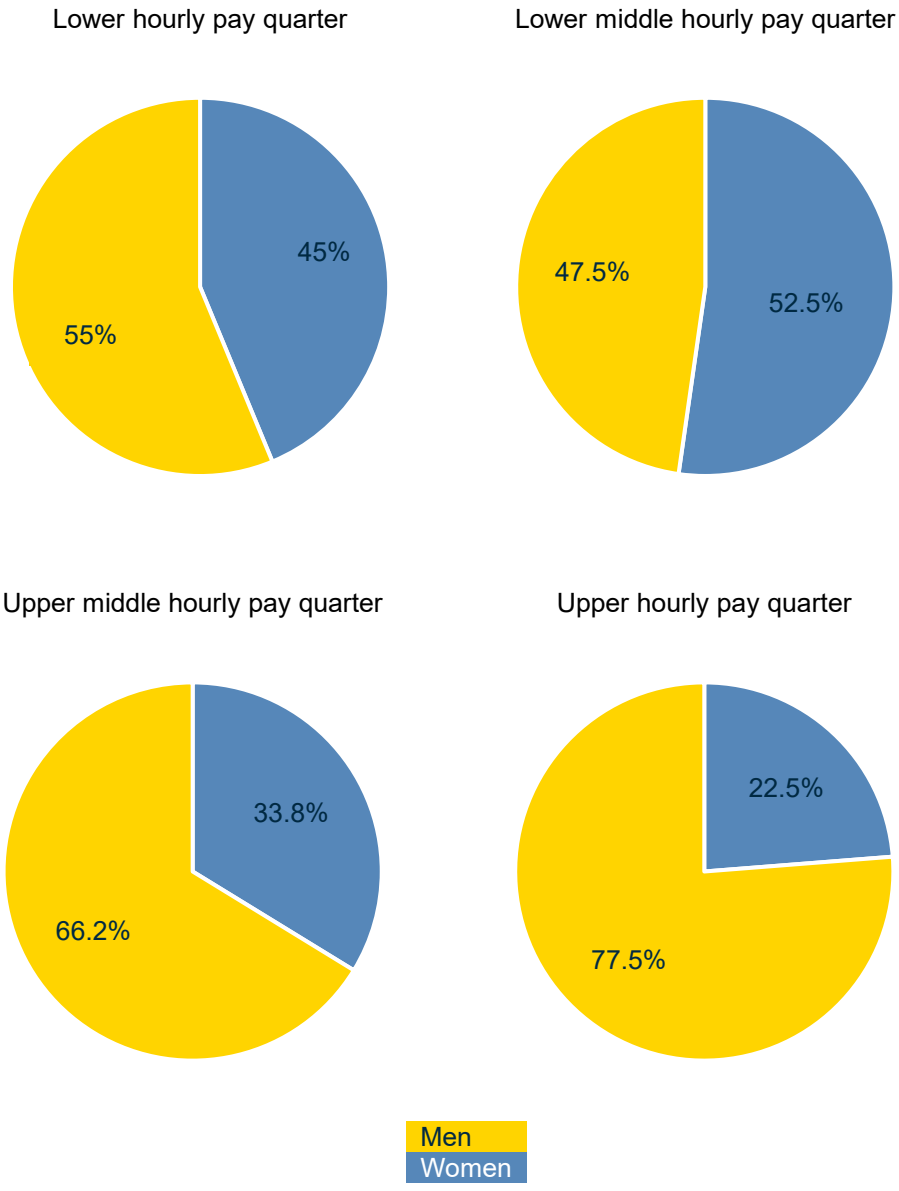
The percentages of relevant male and female employees receiving a bonus payment in the 12 months preceding the snapshot date of 5 April 2025 are shown below:



All employees are eligible to receive a bonus if they joined CAB after a certain point in the performance year, however, we have a high performing culture, and an employee may not receive a bonus if performance is not above our expectations of effective performance.

Pay quartiles

Percentages of male and female employees in each hourly pay quartile are shown below:



This statement confirms that the published information is accurate at the time of publication and is signed by:





Marcia Jones
Group Chief People Officer