

# Newcastle Building Society Group Gender and Ethnicity Pay Report 2024

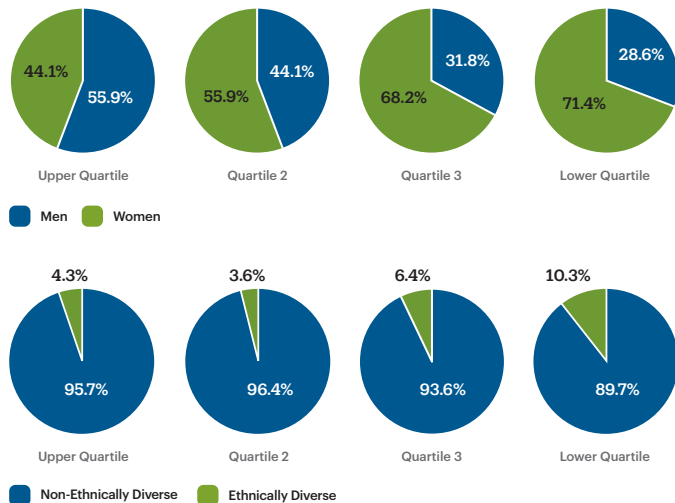


## Newcastle Building Society Group – Gender & Ethnicity Pay Gaps 2024

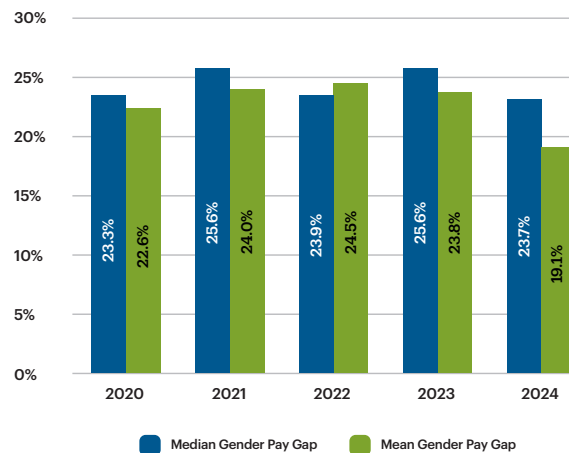
As part of our DE&I Strategy we have chosen to voluntarily publish our ethnicity pay gap alongside our gender pay gap. We believe in being transparent about these gaps and are committed to taking action to reduce these pay gaps, as outlined in this report.

In order to avoid revealing personal data about colleagues from different ethnic groups, we have chosen to report on the pay differentials between ethnically diverse and non-ethnically diverse colleagues, rather specific ethnic groups. The data presented is at Group level therefore includes colleagues employed in all of our subsidiary businesses.

Statistic	Gender Pay Gap	YoY change	Ethnicity Pay Gap	YoY change
Mean Pay Gap	19.1%	↓ 4.7%	13.6%	↓ 0.5%
Median Pay Gap	23.7%	↓ 1.9%	16.3%	↓ 3.7%
Mean Bonus Gap	41.4%	↓ 1.8%	39.7%	↑ 0.6%
Median Bonus Gap	22.8%	↑ 22.8%	26.0%	↑ 26.0%
% Men or Non-Ethnically Diverse Colleagues Receiving Bonus	95%	↑ 2.0%	95%	↑ 4.0%
% Women or Ethnically Diverse Colleagues Receiving Bonus	94%	↑ 4.0%	88%	↑ 6.0%



Gender Pay Gap - 5 Year Trend



## Our Actions

Within the context of our wider DE&I Strategy, we have identified a number of ongoing actions to help address both our gender and ethnicity pay gaps. These include:

- Signatories of the Women in Finance Charter and have published targets for women in senior roles.
- Working with recruitment agencies that are committed to providing diverse shortlists for all roles.
- Using insight from the Working Families benchmark to improve our family leave policies and support.
- Investing in a development programme to support senior women to progress their careers.
- Taking part in the Investing in Ethnicity Maturity Index and using this insight to inform our priority areas of focus.
- Working with our Women in Leadership & Race Networks to make our policies and ways of working more inclusive.
- Delivering an annual calendar of events to celebrate difference and raise awareness of key topics.
- Embedding a new talent management framework to help us to build a diverse talent pipeline.
- Aligning our employability strategy with our DE&I objectives, providing opportunities for marginalised groups across our regions.
- An ongoing commitment to pay the real living wage and provide a living pension.

### Median Pay Gap

The percentage difference between the pay midpoint (median) of men and women or between ethnically diverse colleagues and non-ethnically diverse colleagues.

### Mean Pay Gap

The percentage difference between the average (mean) pay of men and women or between ethnically diverse colleagues and non-ethnically diverse colleagues.

Our ethnicity pay gap information is based on the 97% of colleagues who have provided this information. As a Society we have chosen to initially report on the pay gaps between ethnically diverse and non ethnically diverse colleagues and have defined these in line with ONS categorisation of ethnicity. We have chosen to adopt this approach, rather than provide pay gap information between different ethnic groups, to allow simple but meaningful reporting of this information and to ensure personal data of any colleague is not revealed by reporting on relatively small data sets.

# Newcastle Building Society Group

## Gender and Ethnicity Pay Report 2024 - Our Subsidiary Data

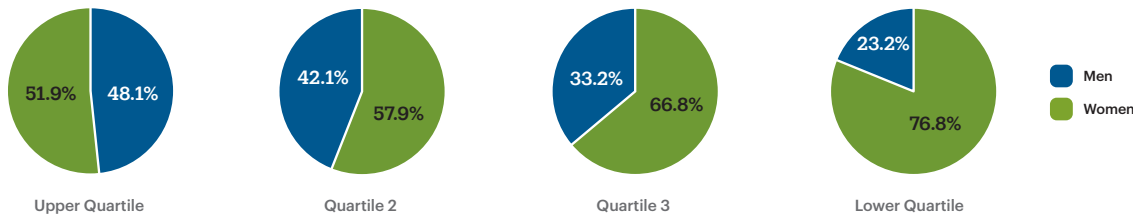


### Newcastle Building Society & Newcastle Strategic Solutions Limited - Gender Pay Gap 2024

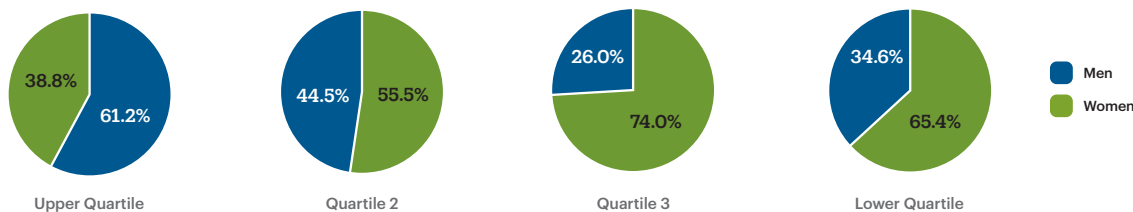
As a group business we have chosen to report on our group pay gap figures, however our corporate structure is such that more than 250 colleagues are employed within each of the subsidiary businesses Newcastle Building Society and Newcastle Strategic Solutions, meaning we also report on our gender pay gap figures at this more detailed level. Please find this information below.

Statistic	Newcastle Building Society	Newcastle Strategic Solutions
Mean Pay Gap	24.1%	14.6%
Median Pay Gap	14.3%	18.0%
Mean Bonus Gap	43.5%	24.7%
Median Bonus Gap	15.3%	27.4%
% Men Receiving Bonus	95%	95%
% Women Receiving Bonus	96%	93%

#### Newcastle Building Society



#### Newcastle Strategic Solutions



We recognise that gender pay gaps exist in both of these subsidiaries and believe the actions we have identified and are committed to implementing at Group level will help address and reduce these gaps in all areas of our business.

## Understanding Gender & Ethnicity Pay Reporting

We are pleased to report a reduction in our gender and ethnicity pay gaps from 2023 to 2024. We have seen an increase in gender balance in each of our pay quartiles and an increase in the number of colleagues from ethnically diverse backgrounds in each of our pay quartiles.

However we recognise that gender and ethnicity pay gaps exist within our organisation and are committed to taking action to reduce both gaps, as detailed earlier in this report.

A gender or ethnicity pay gap does not indicate that people are paid differently for the same role due to their gender or ethnicity. Rather, the gaps indicate that there are differences in the average rates of pay between men and women or between ethnically diverse and non-ethnically diverse colleagues.

One of the key reasons for our gender and ethnicity pay gap is that we have more men and non-ethnically diverse colleagues in more senior roles. Conversely, we have more women and ethnically diverse colleagues in relatively junior roles. Our actions are therefore predominantly focussed on addressing these gender and ethnicity imbalances across our organisation – whether that being seeking to hire more women and ethnically diverse candidates at mid-to senior levels or recruiting more men into our junior operational roles.

In addition to publishing our pay gaps each year, we are publishing the historical trend data to enable us to track and monitor the changes over a longer period of time.

Newcastle Building Society confirms that the published gender pay gap information is accurate and signed by Andrew Haigh, Chief Executive.