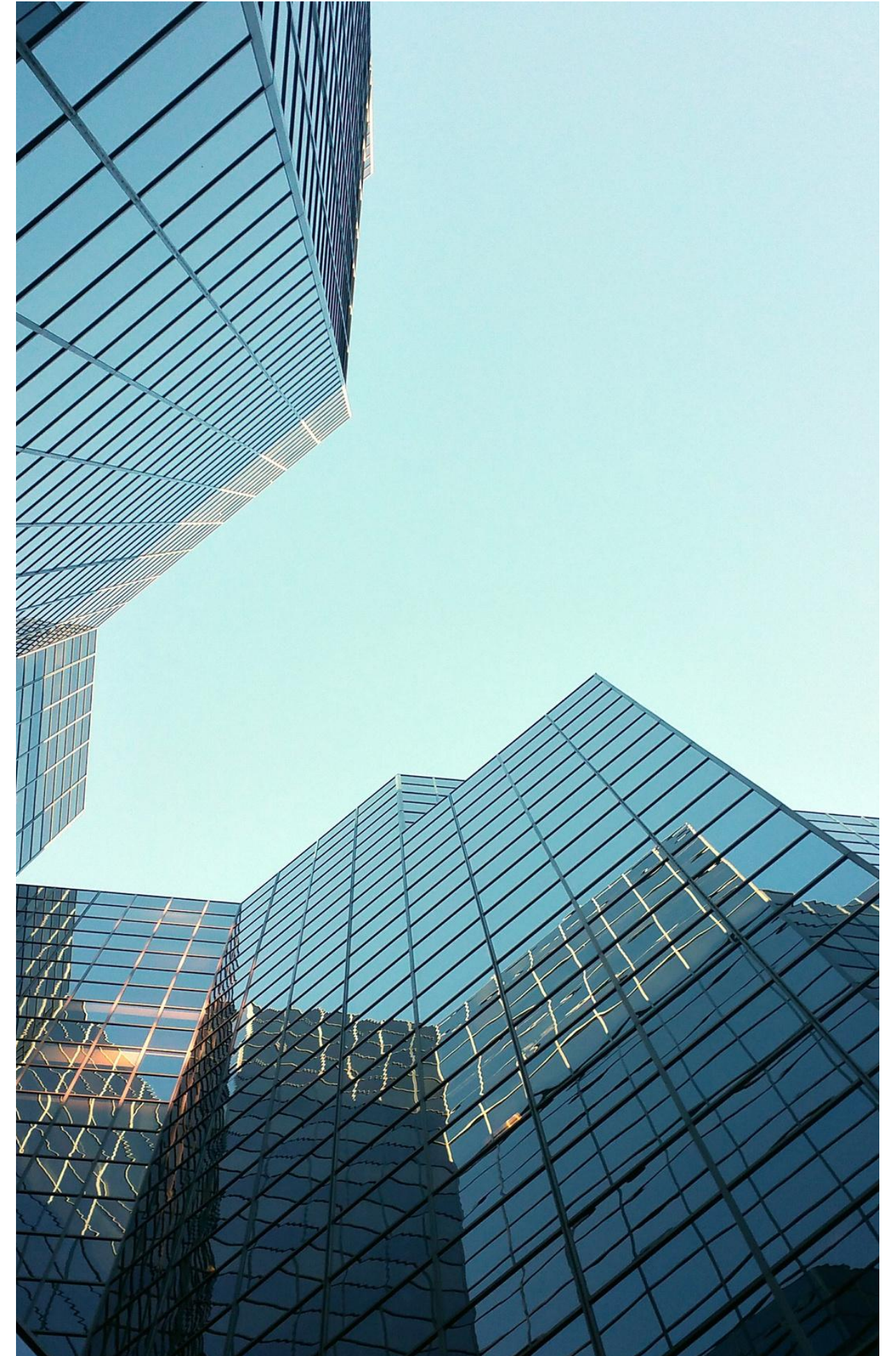
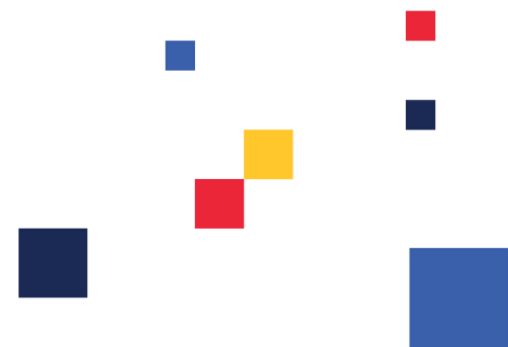


**Global
Banking
School**

Breaking Career Barriers

Gender Pay Gap Report 2025



Introduction.

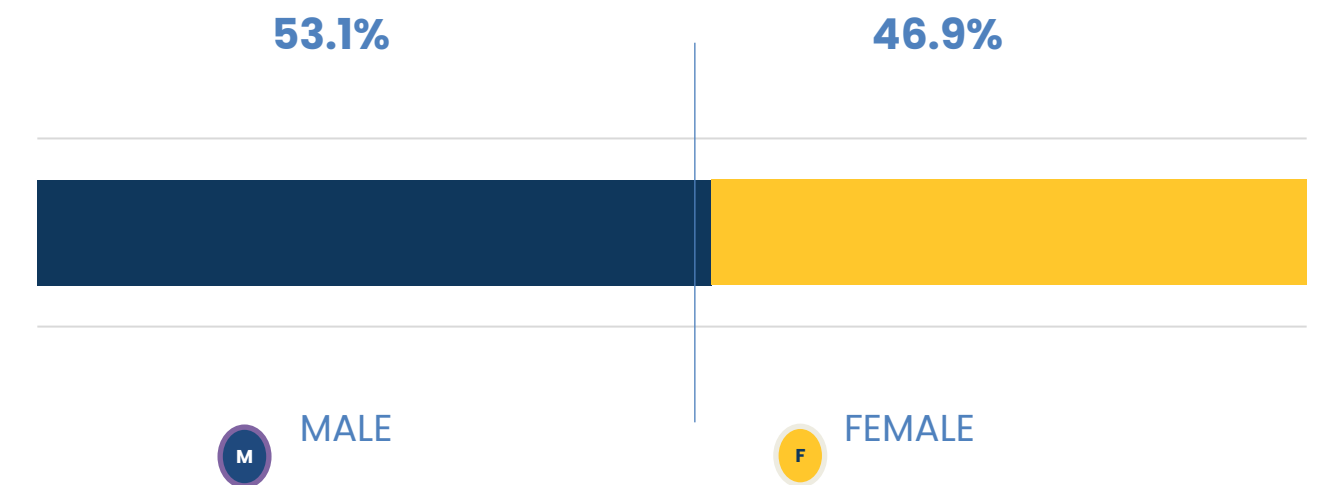
At Global Banking School (GBS), we recognise that a diverse and inclusive workplace drives innovation, engagement, and success. We are committed to ensuring equal opportunities and fair treatment for all employees, regardless of gender, race, religion, age, marital status, pregnancy or maternity, sexual orientation, gender reassignment, or disability.

Our policy ensures that employees are paid equally for the same or equivalent work, regardless of gender or any other protected characteristic.

We continue to strengthen our approach by:

- Conducting regular pay and benefits audits.
- Evaluating job roles and pay grades to ensure fairness and transparency.

Gender Split of GBS Staff



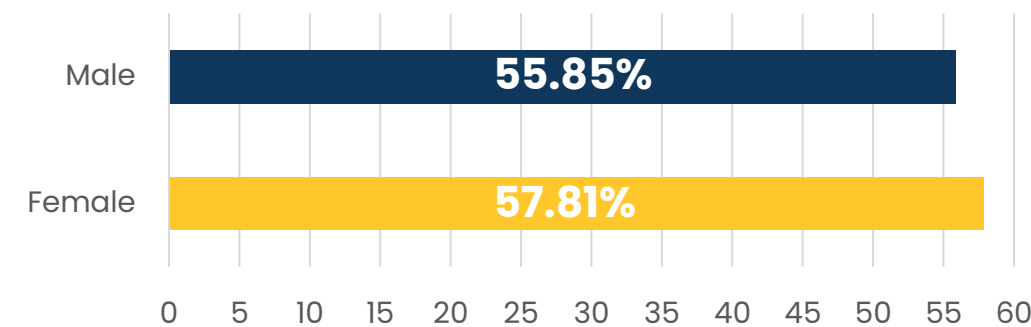
Mean and Median Pay and Bonus Gap.

	Mean	Median
Pay gap	3.15%	8.28%
Bonus gap	1.65%	0.81%

The median pay gap for women at GBS is **8.28%**, representing an **8% reduction** from the previous year's report.

We focus on the median figure as it provides a more accurate reflection of pay distribution across the workforce.

Proportion of eligible colleagues who received a bonus



Sixty-five percent of the workforce was eligible to receive a bonus. The bonus figure represents the proportion of men and women who received a bonus, out of the eligible employees. Eligibility required a start date on or before 31st August in the bonus year.

Quartiles.



F FEMALE

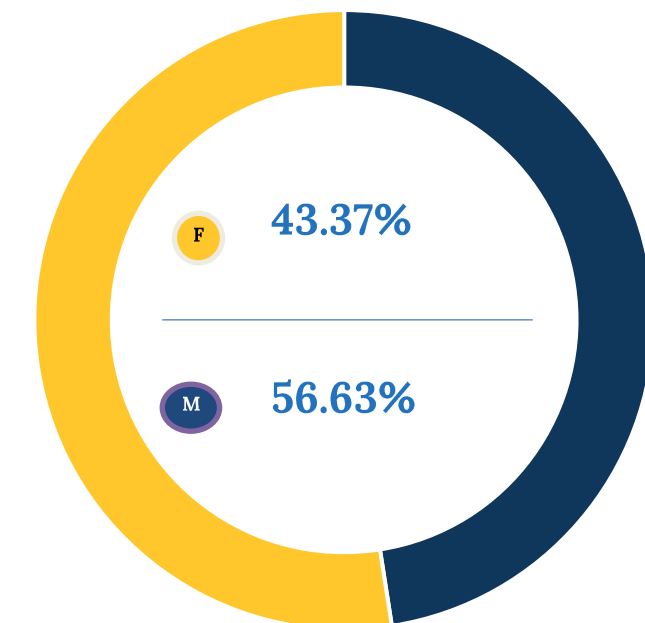
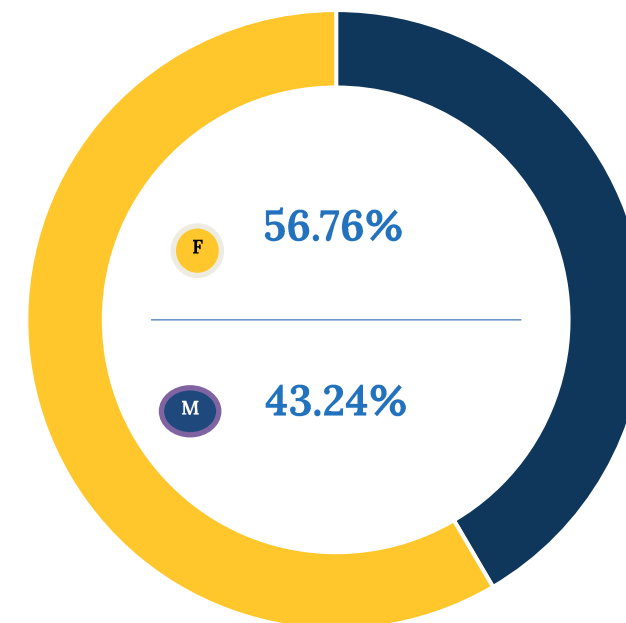
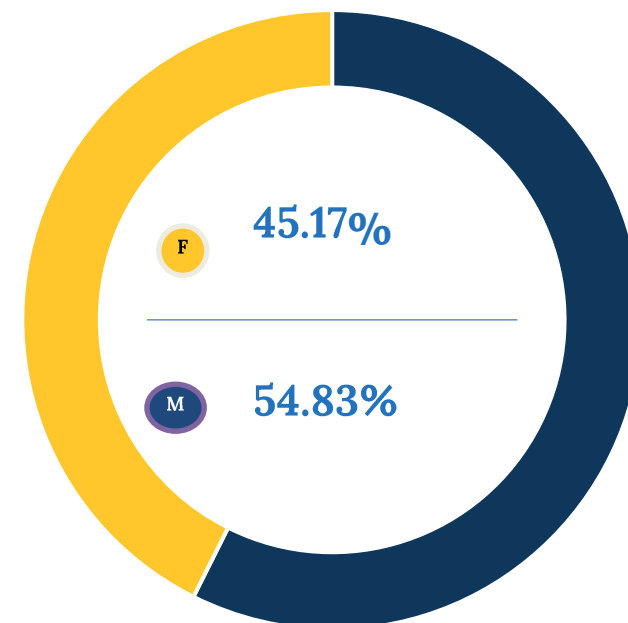
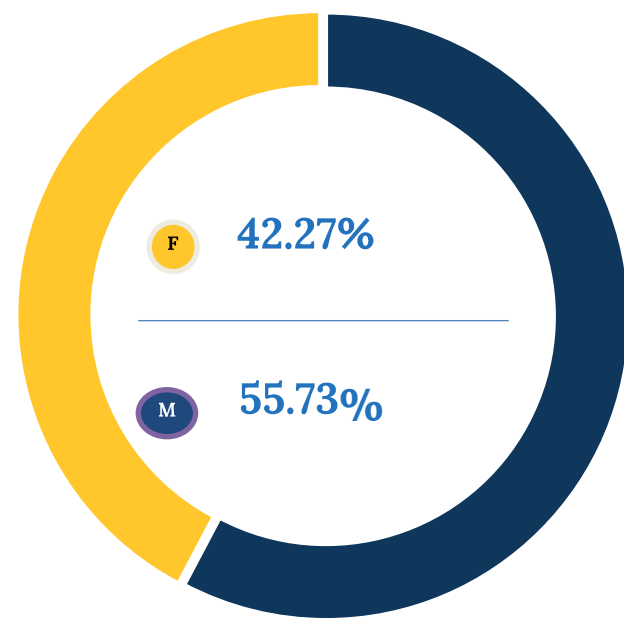
M MALE

Upper

Upper Middle

Lower Middle

Lower



The 2025 data reflect a workforce in which women are underrepresented in the upper quartiles.

Summary.

2025	Mean	Median
Pay gap	3.15%	8.28%
Bonus gap	1.65%	0.81%
2024	Mean	Median
Pay gap	5.58%	16.28%
Bonus gap	20.81%	4.78%
2023	Mean	Median
Pay gap	10.69%	18.40%
Bonus gap	15.88%	11.18%
2022	Mean	Median
Pay gap	9.45%	15.79%
Bonus gap	9.56%	4.91%

GBS has made significant progress in reducing both the pay and bonus gaps over the past three years. The 2025 figures reflect the lowest gaps recorded to date, demonstrating the effectiveness of ongoing equality initiatives.

Declaration: I confirm the gender pay gap data contained in this report for Global Banking School is accurate and has been produced to meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Farrella Ryan-Coker

Farrella Ryan-Coker
Head of HR, GBS UK