

# Ethnicity pay gap



For the third year, NatWest Group has voluntarily published details on ethnicity pay for the combined UK & Ireland workforce.

The ethnicity pay gap is the difference between the earnings of all White colleagues compared to the earnings of Black, Asian and Minority Ethnic colleagues across an organisation expressed as a percentage. It's not to be confused with equal pay, which looks at whether White colleagues and Black, Asian and Minority Ethnic colleagues are paid the same for the same work. We're confident that we pay our employees fairly and we keep our HR policies and processes under regular review to ensure we do so.

The ethnicity pay gap statistics for NatWest Group for the combined UK & Ireland workforce are shown below:

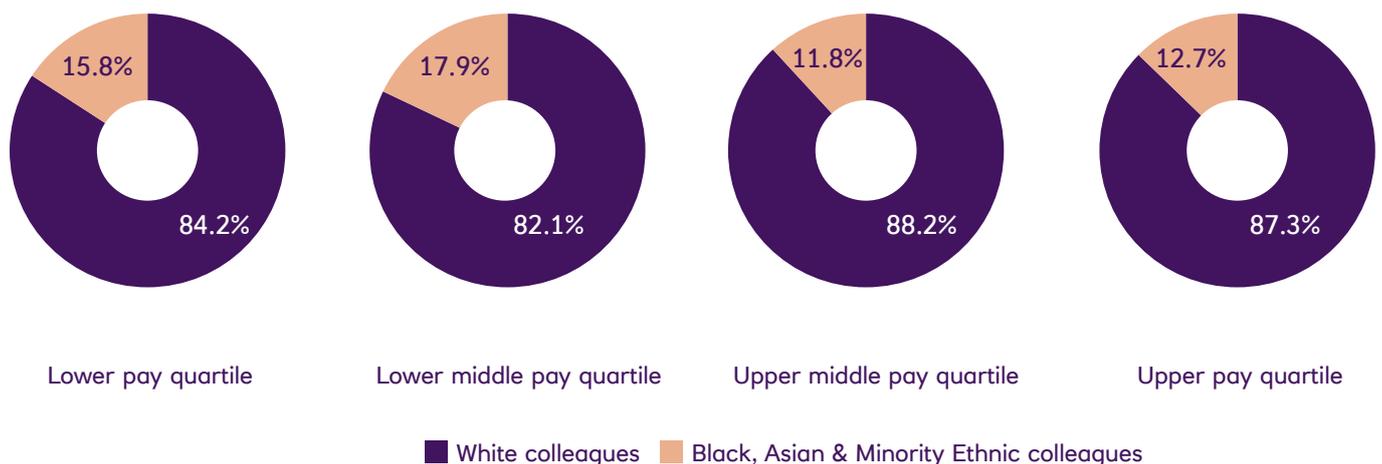
## NatWest Group

	Mean	Median
Ethnicity pay gap	9.4%	14.1%
Ethnicity bonus gap	24.1%	2.5%

### Proportion of White/Black, Asian & Minority Ethnic colleagues who got a bonus



### Proportion of White colleagues and Black, Asian & Minority Ethnic colleagues in each quartile band



## February 2021

Since the introduction of our ethnicity targets in 2018, we've seen an increase in the proportion of Black, Asian and Minority Ethnic colleagues in our top 4 UK leadership roles taking us to 10%, an increase of 2% since targets were introduced.

We're improving the proportion of Black, Asian and Minority Ethnic colleagues in our top 4 UK leadership roles but we have more to do.

Our positive action approach, which we benchmark externally, is helping to ensure that our people policies and processes are inclusive and accessible – from how we attract and recruit, to how we reward and engage colleagues. We're confident this approach is the right one and through time, it will help us achieve a better balance of diversity throughout the organisation.

We remain committed to having 14% of our top 4 UK leadership roles occupied by Black, Asian and Minority Ethnic colleagues by 2025.

**Alison Rose**

Chief Executive Officer NatWest Group