

EDI and pay in the portfolio

As part of our Borrower Survey, we asked our portfolio organisations about their EDI practices, including pay policies.

Composition of senior leadership teams

Gender

Half of our borrowers have senior teams where at least 75% are women

Composition of trustee boards

Gender

40% of our portfolio's trustee boards have more women than men
25% have trustee boards where at least 75% are women

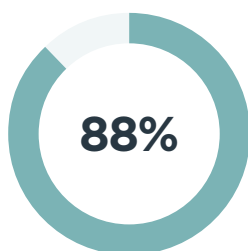
Ethnicity

25% of our portfolio has senior teams where more than half the members are people of different ethnicities

Ethnicity

Half of our portfolio has trustee boards with a minimum of 25% people of different ethnicities

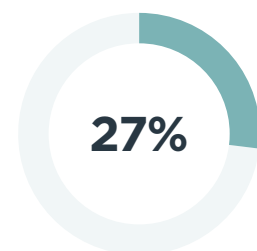
When it came to pay:



Number of borrowers paying the Real Living Wage



Number of borrowers measuring their staff pay ratio



Number of borrowers measuring their gender and ethnicity pay gaps

EDI and pay at SASC

SASC is committed to being an open, diverse and inclusive employer.

SASC pay ratio and analysis

Fair pay is an important part of SASC's commitment to equality in the workplace.

While the gender balance across our staff cohort is 53% men and 47% women, the proportion of women in the most senior roles is lower at 33%.

In terms of ethnicity, we are two thirds white and the proportion increases slightly in the more senior roles.

We have improved this year on all pay gap metrics but percentages can be skewed significantly with small movements in staff churn given our low overall number of colleagues. However we continue to work hard to make SASC an inclusive place to work through our recruitment processes, flexible working practices, engagement work like our support of the #100blackinterns programme and the standards we set ourselves for behaviour in the workplace and respectful treatment of colleagues.

Highest to lowest staff pay ratio

2.3:1

Average pay gaps

Pay gaps	Gender	Ethnicity
Mean*	-6.8%	-0.2%
Median**	-3.3%	16%

Staff ethnicity

■ White
 ■ Mixed ethnic group

Director and above



Manager and below



Breakdown of total employees (15)



Board & Committee Members



Staff gender

■ Men
 ■ Women

Director and above



Manager and below



Breakdown of total employees (15)



Board & Committee Members



* A mean pay gap measures the difference between the average annual salary of one group against another.

** The median pay gap measures the difference between the pay of the middle member of one group against the middle member of another group, when ordered in an ascending list of pay.