

EDI in the portfolio

As part of our Borrower Survey, we asked our portfolio organisations about their Equity, Diversity and Inclusion (EDI) practices.

Composition of leadership*

We define Leadership as both Board and Senior Leadership staff, defined as the key decision-makers at the highest level of organizational management who have the day-to-day responsibilities of managing an organisation.

Gender

75% of our borrowers have leadership where more than 51% are women or gender non-conforming

Ethnicity

17% of our borrowers have leadership where more than 51% are Black, Asian and/or a member of the Global majority

Disability

71% of our borrowers have leadership where 1 person or more has a disability or long term health condition

Socioeconomic Background

87% of our borrowers had leadership with >40% state educated or working class representation

Sexual Orientation

6% of our borrowers had leadership with more than 51% of their leadership identify as LGBTQIA+

* response rate of 53%.

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 50/50 men and women, the proportion of women in the most senior roles is 30%.

In terms of ethnicity, we are 50% white and the proportion increases in the more senior roles.

Our highest to lowest average pay gap metrics remain very healthy 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, and the standards we set ourselves for behaviour in the workplace and respectful treatment of colleagues.

Highest to lowest staff pay ratio

3.5:1*

Average pay gaps

Pay gaps	Gender	Ethnicity
Mean**	11.8%	12%
Median***	27.7%	25%

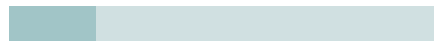
Staff ethnicity

■ White
 ■ Mixed ethnic group

Director and above



Manager and below



Breakdown of total employees



Investment Committee Members



Staff gender

■ Men
 ■ Women

Director and above



Manager and below



Breakdown of total employees



Investment Committee Members



* Data is based on the FTE salary for sole part-time staff member.

** 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.