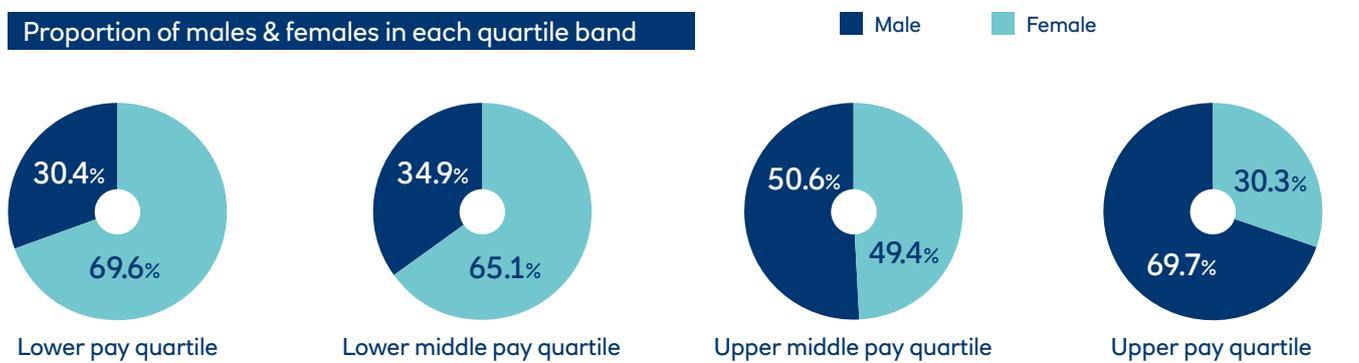


# Gender pay gap

Ahead of the legislative deadline of April 2018, RBS has published details on gender pay within the bank. Gender pay is the difference between the earnings of all men compared to the earnings of all women, and not to be confused with equal pay, which is when men and woman are paid the same for the same work. We are confident that we pay our employees fairly. We keep our HR policies and processes under regular review to ensure we do so. The gender pay gap statistics for RBS plc and Coutts & Company are shown below:

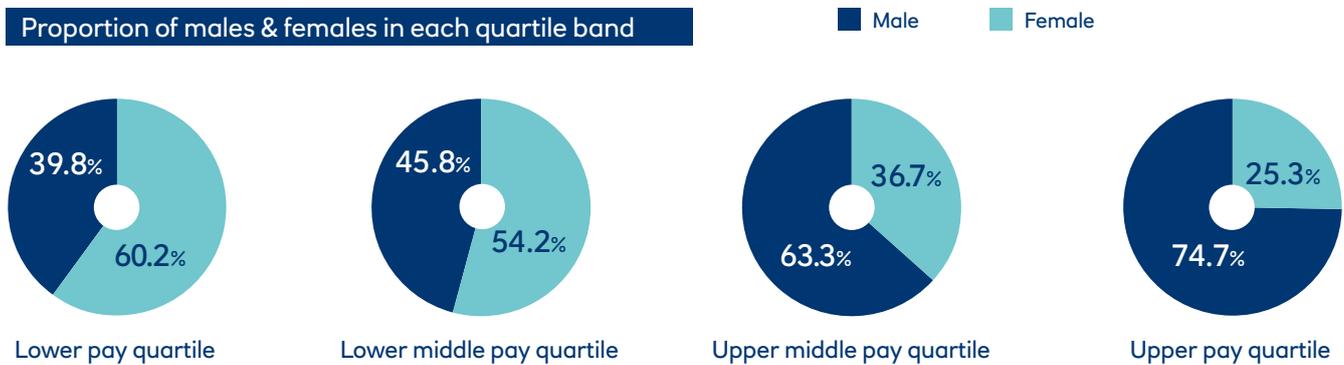
## RBS plc

	Mean	Median
Gender pay gap	<b>37.2%</b>	<b>36.5%</b>
Gender bonus gap	<b>64.4%</b>	<b>36.6%</b>



# Coutts & Company

	Mean	Median
Gender pay gap	<b>28.2%</b>	<b>24.4%</b>
Gender bonus gap	<b>61.8%</b>	<b>33.7%</b>



Whilst we are confident we are making progress, we are still on a journey. The key driver behind the gap is the fact that we have more men in senior roles (which attract higher pay) than women. In order to close the gender pay gap, we must continue to improve our gender balance in our most senior roles, and we are making good progress.

In 2014 we set ourselves a target to have at least 30% of roles in the three most senior levels of each of our businesses (c.800 roles) filled by women, by 2020. Our latest figures show we are already at 37% on aggregate, and so we're moving further, faster and are on track to achieve 40% women in our top three leadership layers by 2020. Our pipeline (around 5000 of our most senior roles) has 44% women. And, we're aspiring to achieve full gender balance at all levels of our business by 2030.

As we continue to increase the proportion of women working in senior roles, our gender pay gap will lessen. In line with the new legislation, we'll be publishing updated figures every year.

## Declaration

We confirm that RBS's gender pay calculations are accurate and meet the requirements of the Regulations. We have followed advice from KPMG on our methodology and data, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Ross McEwan**  
Chief Executive

**Peter Flavel**  
Chief Executive, Coutts