

OUR 2017 GENDER PAY GAP REPORT

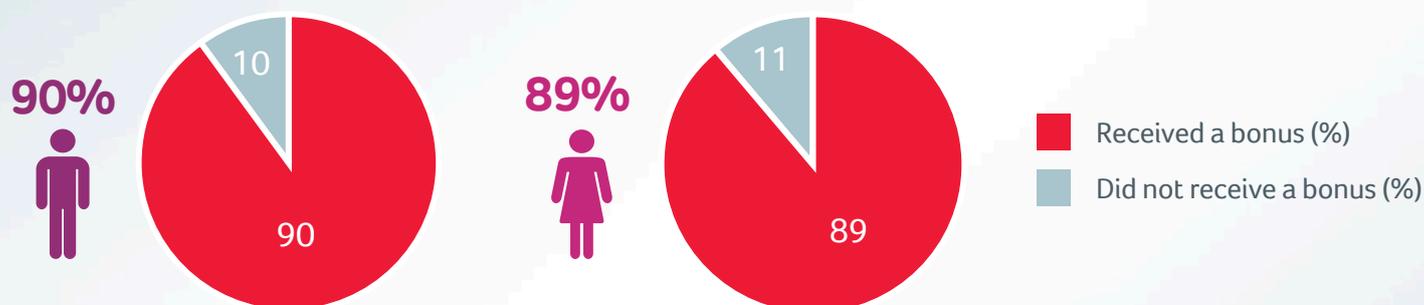
We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly fixed pay	32.5%	38.4%
Bonus paid	45.3%	40.7%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Virgin Money in the year up to 5 April 2017, i.e. for the 2016 performance year.

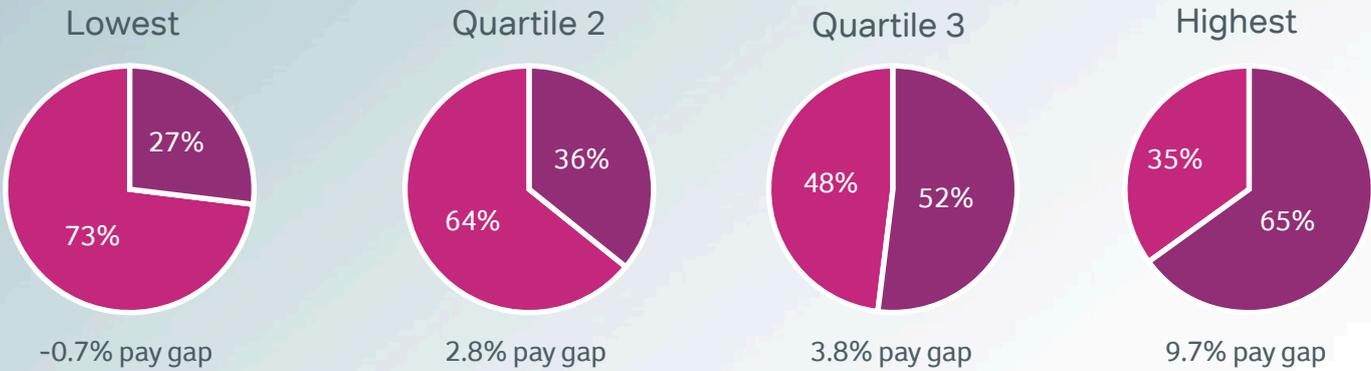
Proportion of colleagues awarded a bonus for 2016



This shows a 1% difference between the number of men and women being paid a bonus for their performance in 2016.

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Pay Quartiles



The above image illustrates the gender distribution at Virgin Money across four equally sized quartiles, each containing just under 800 colleagues.

We are confident that men and women are paid equally for doing equivalent jobs across our business. As part of our 2016 Annual Report and Accounts, Virgin Money voluntarily disclosed our April 2016 average (mean) gender pay gap of 36%. As set out above, at April 2017 the gender pay gap has decreased to 32.5% as progress has been made to redress gender imbalance.

Our aim is to achieve a 50:50 gender balance by 2020 (within a 10% tolerance) throughout the business. We are confident that as we progress towards a 50:50 balance, our gender pay gap will reduce.

I confirm the data reported is accurate.

Jayne-Anne Gadhia

Chief Executive

1 June 2017