

Vanquis Bank is part of the Provident Financial Group (PFG). Established in 1880, PFG is one of the UK's leading suppliers of personal credit products to the non-standard lending market.

The leading supplier of credit cards in the non-standard market, Vanquis brings the benefit of credit cards to people who can find themselves excluded by mainstream credit card providers. Established in 2002, the business has grown steadily over the last fifteen years and now operates four sites across the UK.

Our Gender Pay Gap Report

As part of the Provident Financial Group, we are committed to supporting diversity and creating an inclusive culture for our employees and other stakeholders, including our customers, suppliers and contractors.

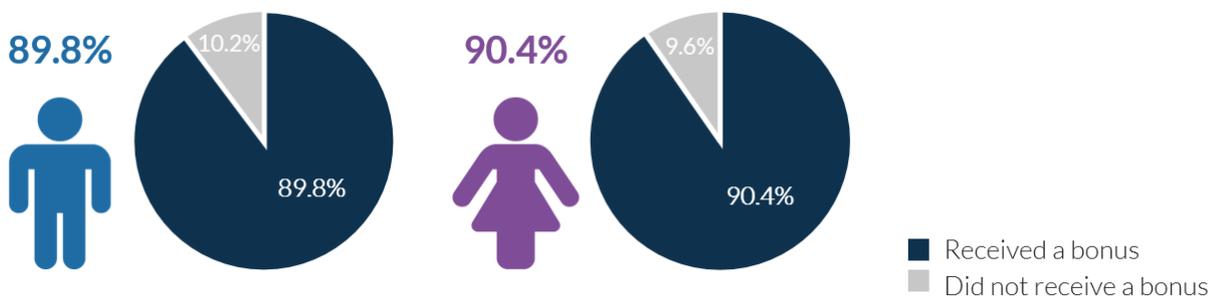
Our Pay and Bonus Gender Gap as at April 5th 2017:

This table shows the overall mean and median gender pay gap based on hourly rates of pay as at April 5th 2017. It also shows the mean and median bonuses paid for the 2016 performance year.

| | Mean | Median |
|------------|-------|--------|
| Hourly Pay | 27.7% | 14.4% |
| Bonus | 70.2% | 21.8% |

Colleagues awarded a bonus:

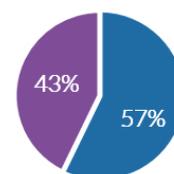
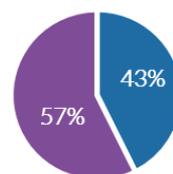
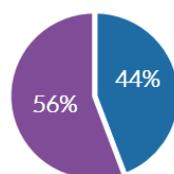
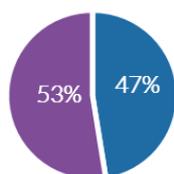
A marginally higher percentage of women at Vanquis were paid a bonus for their performance in 2016.



Gender representation by pay quartiles:

The charts below present the gender distribution at Vanquis Bank across four equally sized pay quartiles. Each quartile consists of around 375 colleagues. The data shows there is a higher proportion of female colleagues in the first three quartiles, compared to the upper pay quartile.

Lower quartile Quartile two Quartile three Upper quartile



At Vanquis, we believe our gender pay gap is driven by the current structure of our workforce where we have a higher percentage of males in leadership roles. We are committed to building a better gender balance in leadership roles rather than just setting numerical targets and believe this can be achieved by having more focussed action around attracting, retaining and developing female talent to reach leadership roles.

As part of the Provident Financial Group, we know that our long-term success relies on ensuring that we reflect the many diverse communities we serve so that we're able to deliver the products and services that our customers need.

I confirm that the data presented in this statement is accurate.



Chris Sweeney
Managing Director