



2023

Sustainability Data

2023 Sustainability Data

This set of sustainability data has been assured and accompanies the GIB Sustainability Report 2023 as part of our suite of annual reports.

The data is for the period 1 January 2023 to 31 December 2023, the same period as our consolidated financial reporting.

Emissions - In kilogrammes of carbon dioxide equivalents (kgCO₂e)

The data in these tables has been externally assured:

	2023	2022	2021	2020	Change YoY	Change since 2020
Scope 1	186.353,14	187.282,31	233.220,47	219.172,26	-0,5%	-15,0%
Scope 2	9.039.340,31	9.181.009,48	7.609.379,95	11.177.600,86	-1,5%	-19,1%
Total	9.225.693,45	9.368.291,78	7.842.600,42	11.396.773,12	-1,5%	-19,0%
Total per FTE*	7.668,91	8.327,37	7.749,61	11.206,27	-7,9%	-31,6%

*FTE: full-time equivalent

Employees by headcount

The data in these tables has been externally assured:

2023				2022		
Group	Female	Male	Total	Female	Male	Total
Number of employees	431	948	1379	376	888	1264
Number of permanent employees (FTE)	405	798	1203	361	764	1125
Number of temporary employees (NFTE)	26	150	176	15	124	139
Number of part time employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0

2023							
Country/Region	GCC	Bahrain	Saudi Arabia	UAE	UK	US	Total
Total number of employees	1242	287	914	41	128	9	1379
Number of permanent employees/FTE*	1080	251	790	39	116	7	1203
Number of temporary employees/NFTE**	162	36	124	2	12	2	176
Number of full time employees	1242	287	914	41	128	9	1379
Number of part time employees	0	0	0	0	0	0	0

*FTE: full-time equivalent
**NFTE: not full-time equivalent

2022							
Country/Region	GCC	Bahrain	Saudi Arabia	UAE	UK	US	Total
Total number of employees	1148	249	862	37	107	9	1264
Number of permanent employees/FTE*	1016	227	753	36	101	8	1125
Number of temporary employees/NFTE**	132	22	109	1	6	1	139
Number of full time employees	1148	249	862	37	107	9	1264
Number of part time employees	0	0	0	0	0	0	0

*FTE: full-time equivalent
**NFTE: not full-time equivalent

Female Representation

2023

Country/region	Female Employees ¹	Total Employees ²	Female Ratio
Group	431	1379	31%
Bahrain	106	287	37%
Saudi Arabia	256	914	28%
UAE	14	41	34%
GCC	376	1242	28%
UK & US	55	137	40%

¹Total female employees represent full time female employees

²Total employees represent all permanent full time employees

Note: GCC is used as the regional total of employees based in includes Bahrain, Saudi Arabia, UAE

2022

Country/region	Female Employees ¹	Total Employees ²	Female Ratio
Group	361	1125	32,08%
Bahrain	79	227	35%
Saudi Arabia	232	753	31%
UAE	13	36	36%
GCC	324	1016	31,89%
UK & US	37	116	34,00%

¹Total female employees represent full time female employees

²Total employees represent all permanent full time employees

Note: GCC is used as the regional total of employees based in includes Bahrain, Saudi Arabia, UAE

2021

Country/region	Female Employees ¹	Total Employees ²	Female Ratio
Group	300	1012	29,60%
Bahrain	77	216	36%
Saudi Arabia	179	671	26,70%
UAE	10	31	32%
GCC	266	918	28,98%
UK & US	34	94	37%

¹Total female employees represent full time female employees

²Total employees represent all permanent full time employees

Note: GCC is used as the regional total of employees based in includes Bahrain, Saudi Arabia, UAE

Workers who are not employees

The data in these tables has been externally assured:

2023			
	GCC	UK & US	Total
Contracted workers	178	2	180
Interns	28	6	34

Average hours of training per year per employee by headcount

The data in these tables has been externally assured:

2023						
	Bahrain	Saudi Arabia	UAE	Total GCC	UK	US
Female	29	41	24	94	5	-
Male	21	31	22	74	4	-

New employees and turnover

The data in these tables has been externally assured:

2023				
New hires	Under 30s	30 - 50 yrs	Over 50 yrs	Total
Group	107	83	15	205
Female	65	23	6	94
Male	42	60	9	111
Ratio of females hired	61%	28%	40%	45,85%
GCC Region (Bahrain, KSA, UAE)	103	73	8	184
Female	63	16	0	79
Male	40	57	8	105
Ratio of females hired	61%	22%	0%	42,93%
UK & US	4	10	7	21%
Female	2	7	6	15%
Male	2	3	1	6%
Ratio of females hired	50,00%	70%	86%	71%

2022				
New hires	Under 30s	30 - 50 yrs	Over 50 yrs	Total
Group	103	115	9	227
Female	57	31	2	90
Male	46	84	7	137
Ratio of females hired	55,30%	26,90%	22,20%	39,60%
GCC Region (Bahrain, KSA, UAE)	96	100	5	201
Female	55	25	1	81
Male	41	75	4	120
Ratio of females hired	57,20%	25%	20%	40,20%
UK & US	7	15	4	26
Female	2	6	1	9
Male	5	9	3	17
Ratio of females hired	28,50%	40%	25%	34,60%

2023				
Employee turnover	Under 30s	30 - 50 yrs	Over 50 yrs	Total
Group	35	87	10	132
Female	26	25	1	52
Male	9	62	9	80
GCC Region (Bahrain, KSA, UAE)	34	80	7	121
Female	26	21	0	47
Male	9	59	7	74
UK & US	1	7	3	11
Female	0	4	1	5
Male	1	3	3	6

2023			
Turnover ratio by country and age	Under 30s	30 - 50 yrs	Over 50 yrs
Group	3,01%	7,48%	0,86%
Female	2,24%	2,15%	0,00%
Male	0,77%	5,33%	0,77%
GCC Region (Bahrain, KSA, UAE)	3,23%	7,60%	0,66%
Female	2,47%	1,99%	0,00%
Male	0,76%	5,60%	0,66%
UK & US	0,91%	6,39%	2,74%
Female	0,00%	3,65%	0,91%
Male	0,91%	2,74%	1,83%
Female turnover by GCC countries	2,56%	2,47%	0,28%
Bahrain	0,09%	0,47%	0,28%
Saudi Arabia	2,47%	1,99%	0,00%
UAE	0,00%	0,09%	0,00%
Female GCC Nationals	2,47%	1,90%	0,00%
Male GCC Nationals	0,76%	4,84%	0,38%

2022				
Turnover ratio by country and age	Under 30s	30 - 50 yrs	Over 50 yrs	Total
Group	2,54%	7,71%	0,85%	11,10%
Female	0,85%	1,97%	0,00%	3,01%
Male	1,69%	5,74%	0,66%	8,09%
GCC Region (Bahrain, KSA, UAE)				
Female	0,72%	2,16%	0,00%	2,89%
Male	1,75%	6,08%	0,62%	8,45%
UK & US				
Female	2,15%	00,00%	2,25%	4,30%
Male	1,08%	2,15%	1,08%	4,30%
Female turnover by GCC countries				
Female turnover by GCC countries	2,47%	8,24%	0,62%	11,33%
Bahrain	0,10%	1,34%	0,10%	1,55%
Saudi Arabia	2,27%	6,70%	0,52%	9,48%
UAE	0,10%	0,21%	0,00%	0,31%

2023			
Female turnover ratio by country and age	Under 30s	30 - 50 yrs	Over 50 yrs
Bahrain	0,09%	0,47%	0,28%
Saudi Arabia	2,47%	1,90%	0,00%
UAE	0,00%	0,09%	0,00%
UK & US	0,00%	3,65%	0,97%
Totals	2,56%	2,37%	0,28%

Note: GCC is used as the regional total of employees based in includes Bahrain, Saudi Arabia, UAE

Mechanisms for seeking advise and raising concerns

The data in these tables has been externally assured:

	2023	2022
Total Whistle Blowing incidents received	4	5

Ratio of employees that had a performance review in 2023 by gender and employee level

The data in these tables has been externally assured:

2023		
GCC countries	Female	Male
Entry Level	58%	42%
Mid-Level	35%	65%
Senior Executive Level	10%	90%
UK & US	Female	Male
Mid-Level	30%	70%
Senior Executive Level	56%	44%

Diversity of governance bodies and employees

The data in these tables has been externally assured:

2023				
GIB Saudi Arabia Board				
Age in years	Under 30	30-50	Over 50	Total
Female	0	0	1	1
Male	0	3	6	9
Total	0	3	7	
Female Representation Ratio	0%	0%	14%	10%

GIB BSC Board				
Age in years	Under 30	30-50	Over 50	Total
Female	0	0	0	0
Male	0	3	7	10
Total	0	3	7	10
Female Representation Ratio	0%	0%	0%	0%

GIB UK Board and Committees ²				
Age in years	Under 30	30-50	Over 50	Total
Female	0	4	5	9
Male	0	3	9	12
Total	0	7	14	21
Female Representation Ratio	0%	57%	36%	43%

GIB Capital Board				
Age in years	Under 30	30-50	Over 50	Total
Female	0	1	0	1
Male	0	2	5	7
Total	0	3	5	8
Female Representation Ratio	0%	50%	0%	14%

² includes Executive Committee, Audit and Risk Oversight Committee, Nominations and Remunerations Committee, Business Risk Committee

2023

GIB Group Management Committee

Age in years	Under 30	30-50	Over 50	Total
Female	0	1	1	2
Male	0	1	6	7
Total	0	2	7	9
Female Representation Ratio	0%	50%	14%	22%

Percentage of female employees by level

GCC Region*	Female %
Entry level	53%
Mid level	31%
Senior/Executive level	9%

UK & US

Mid Level (Team Leaders/Managers)	30%
Senior/Executive level (Professionals and other management)	56%

GCC nationals

Entry level	54%
Mid level	34%
Senior/Executive level	11%

* GCC includes Bahrain, KSA and the UAE

Female representation in employees

	Female Employees	Total Employees	% Female Ratio
Bahrain	95	251	38%
Saudi Arabia	248	790	31%
UAE	14	39	36%
GCC Region	357	1080	33%
UK & US	48	123	39%
UK	44	116	38%

Female representation by age group				
Female employees by age group	Under 30 yrs	30 - 50 yrs	Over 50 yrs	Total
Females GCC Region	60%	28%	5%	33%
Females GCC Nationals	60%	31%	3%	38%

Females by GCC countries				
Bahrain	61%	40%	5%	38%
Saudi Arabia	59%	23%	0%	31%
UAE	100%	31%	50%	36%

GCC Nationals Employed	Male	Female	Total	Female Ratio
GCC	565	341	906	38%
Bahrain	84	86	170	51%
Saudi Arabia	477	247	724	34%
UAE	4	8	12	67%