



Part of **HOWDEN**

Gender Pay Gap Report 2022



A message from Alison

"At Endsleigh, having an inclusive workplace is core to our values and I'm pleased to report that we are continually making positive steps in the right direction.

I, together with my senior leadership team, am passionate about supporting the development and progression of women and driving greater gender parity across the business.

We are dedicated to creating and maintaining a diverse and inclusive working environment, where our people feel valued and can be the very best version of themselves, regardless of individual differences.

Our people first approach is based on fairness and equality, which underpins our ways of working and runs through everything we do. We endeavour to create a culture where our colleagues from all backgrounds, beliefs, experiences, and preferences, are able to collaborate together in order to deliver an A grade service to our customers.

Whilst there is always opportunity to improve, I am confident that the progress we are making in closing our gender pay gap will continue."

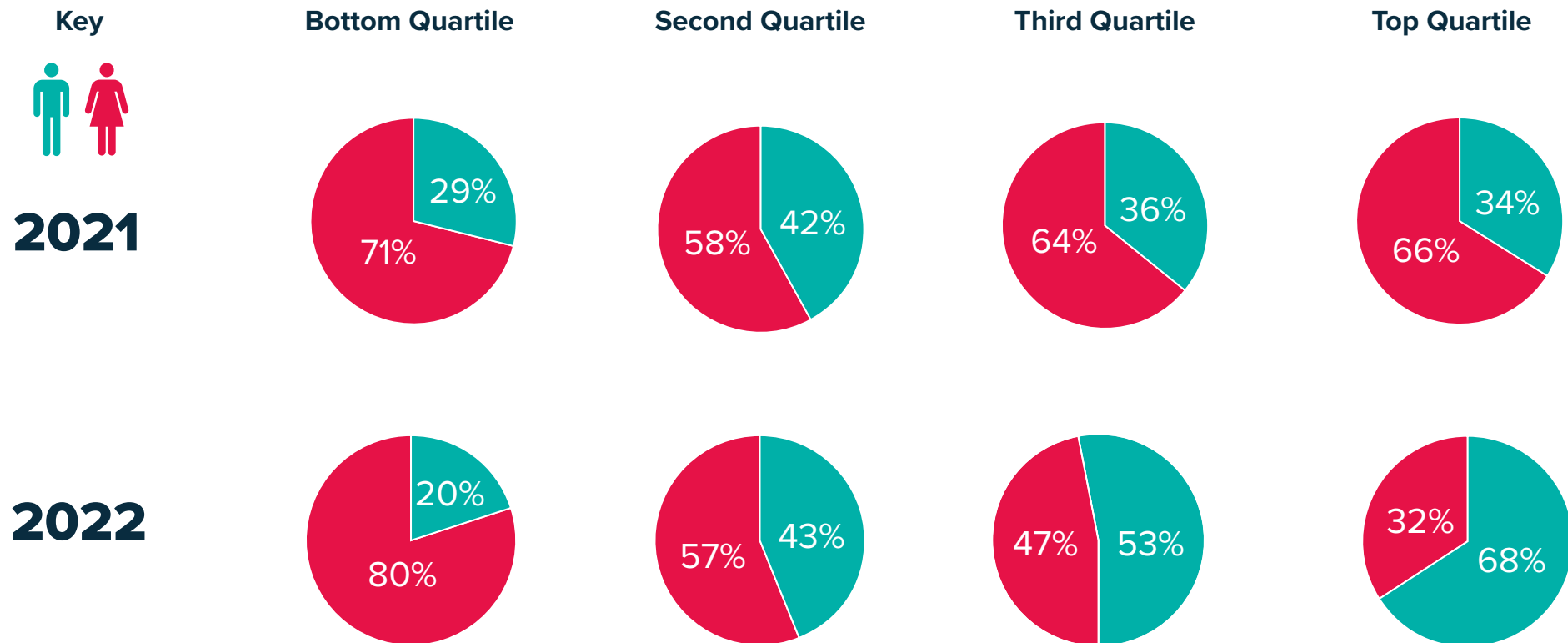


Alison Meckiffe

Chief Executive Officer
Endsleigh Insurance

Pay Quartiles

These graphs represent the proportion of male and females paid in each pay quartile.



Within the third and second quartile, the ratio between females and males is fairly even, albeit a slightly higher proportion of females are within the second quartile. Our aim is to achieve where possible (given we do have a slightly higher ratio of females to males in our overall population), a split of 50/50 across all quartiles.

Our Pay & Bonus Gap

2021	Difference between men and women	
(Reference period April 2020)	Mean	Medium
Hourly Pay	29.7%	27.8%
Bonus Paid	41.3%	77.3%

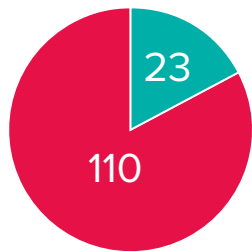
2022	Difference between men and women	
(Reference period April 2021)	Mean	Medium
Hourly Pay	18.6%	26.6%
Bonus Paid	-69.7%	36.1%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2021). It also captures the mean and median difference between bonuses paid to males and females at Endsleigh in the year up to 5 April 2021.

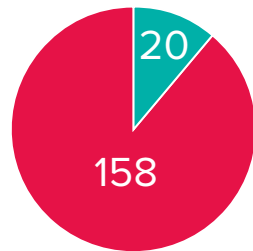
Between April 2020 and April 2021, we have seen a decrease in our gender pay gap, with the most significant decrease being our mean hourly pay gap. This is positive step towards removing the gender pay gap at Endsleigh. In terms of bonus paid our median rate decreased by 41.2% to 36.1%. This means that there is less of a gap between the median value of bonus paid to males' vs females'. Our mean bonus paid has significantly changed due to females receiving on average higher bonus values, this is largely due to an increase of females in more senior roles.

Colleagues Awarded a Bonus

2019



Male - **87.7%**



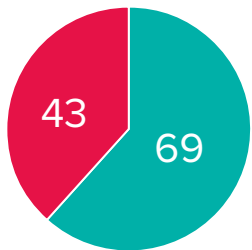
Female - **88.8%**



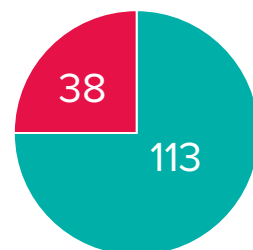
Received a bonus



Did not receive a bonus



Male - **38.4%**



Female - **25.2%**

These charts show the percentage of male and females who received bonus pay in the 12 months leading up to the 5 April 2021.

Both the number of males and females to receive bonuses has decreased, this is an expected decrease due to a one off payment made to the majority of colleagues in 2020. A higher proportion of males received a bonus in comparison to females. This was again expected given the population within our sales team are predominantly males and this is where bonus payments are more prevalent due to the nature of these roles.

Commentary

- On the reporting date, 5 April 2021, we have a higher proportion of males (**66%**) than females (**33%**) in senior roles. However the percentage of females has **increased by 4%** and we expect this to increase further during the next reporting period.
- We also have continued to see an increase in the number of females at a senior leadership level and currently **75%** of the senior leadership team are female
- We have a higher proportion of females (**59%**) in our non-senior roles in comparison to males (**41%**). This remains unchanged from the last reporting period.
- We are confident that our gender pay gap is not an equal pay issue as we have a gender neutral approach to pay across the whole organisation. Our pay gap is driven to a large extent by the structure of our workforce. But we are delighted to see significant improvement in our mean hourly pay gender gap which has **decrease by 11.1%** since April 2020.
- As a business we have increased our focus on our ED&I agenda and like many companies we are taking the learns from COVID-19 very seriously. We are now able to offer hybrid working arrangements to our colleagues allowing them to balance their professional commitments with the personal responsibilities or well-being requirements.
- We will continue to engage with our workforce and look for more opportunities where we can initiate change or implement new policies and ways of working to demonstrate our commitment to being an inclusive employer.
- We support gender pay gap reporting and believe that transparency promotes the opportunity for positive growth and change.

