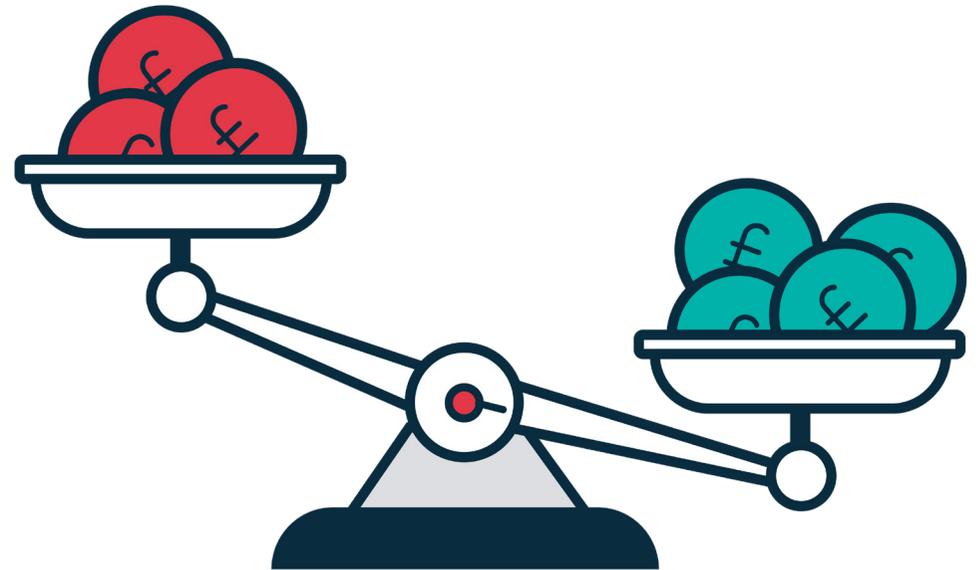


# Gender Pay Gap Report

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2021



# A message from Alison

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

As the newly appointed CEO for Endsleigh, I am passionate about supporting the development and progression of women and driving greater gender parity across the business.

We endeavour to create a culture where all employees regardless of their gender, race, ethnicity, nationality, sexual orientation, culture, age or disability are able to maximise their personal growth and potential. Diversity allows each colleague to bring with them different perspectives, skills and experience. By nurturing this and developing the best talent across Endsleigh, this will in turn support and enhance our business performance and our ambition to be a Category of One company.

The challenges that we have all experienced in the last 12 months have shown that we can work more flexibly. They have also improved our understanding of the juggling of priorities that some colleagues encounter on a daily basis. We have listened to feedback from our colleagues and plan to take these learnings forward to create a better, more inclusive Endsleigh where many of the barriers to women's progression can be overcome.

I'm pleased to share that we are making progress in closing our gender pay gap this year, particularly at Senior Leadership Level, and expect these changes to be reflected in our 2021 report. I am excited about our future business growth plans to move us forward and create an environment in which all of our colleagues can thrive.



**Alison Meckiffe**  
Chief Executive Officer  
Endsleigh Insurance

# This year's report is based on 278 colleagues, 57% of which are female.

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## Pay Quartiles

While the percentage of women in the bottom quartile has increased slightly from 2019, the percentage of women in the third quartile has increased, with 3% more females in the third quartile. We would expect slightly higher proportions of females in each quartile due to a larger female population of 57% overall. These graphs represent the proportion of male and females paid in each pay quartile.



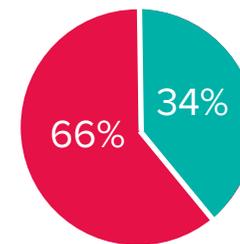
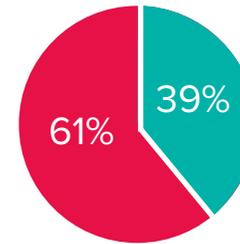
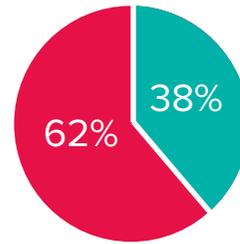
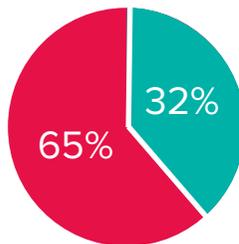
Bottom Quartile

Second Quartile

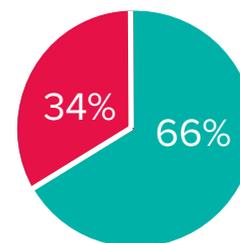
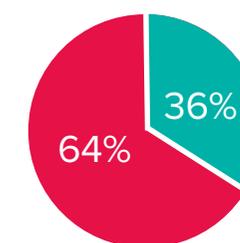
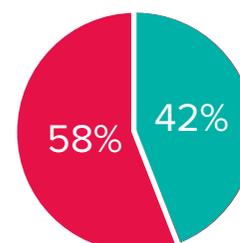
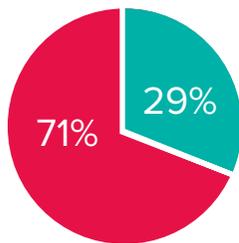
Third Quartile

Top Quartile

2019



2020



# Our Pay & Bonus Gap

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2020	Difference between men and women	
	Mean	Medium
Hourly Pay	29.7%	27.8%
Bonus Paid	41.3%	77.3%

2019	Difference between men and women	
	Mean	Medium
Hourly Pay	27.84%	17.97%
Bonus Paid	62.88%	54.53%

The table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2020). It also captures the mean and median difference between bonuses paid to males and females at Endsleigh in the year up to 5 April 2020.

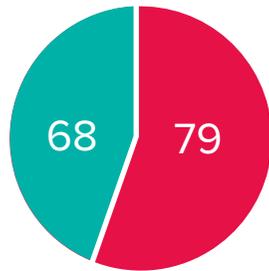
Between April 2019 and April 2020, we have seen an increase in our mean and median gender pay gap. Mean bonus paid has improved with a smaller gap of 41.3% compared with 62.88% last year, however, median bonus gap has increased by almost 23% over the last 12 months. This is because a higher proportion of both males and females received a bonus in relation to an internal change of policy, which has impacted reporting for 2020. In addition to this the higher quantity of females that received a bonus has also affected the median figures.

# Colleagues Awarded a Bonus

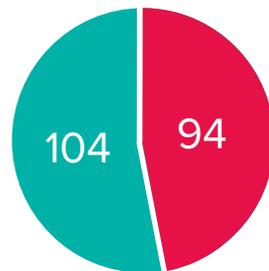
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**2019**



Male - **53.7%**



Female - **47.4%**

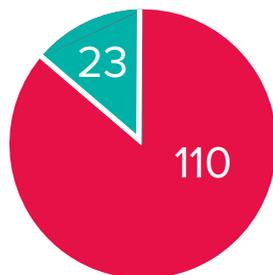


Received a bonus

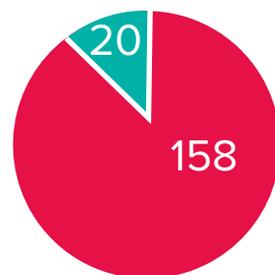


Did not receive a bonus

**2020**



Male - **87.7%**



Female - **88.8%**

These charts show the percentage of male and females who received bonus pay in the 12 months leading up to the 5 April 2020.

Whilst the proportion of females receiving a bonus has increased significantly in the last 12 months (47% to 89%), the proportion of men receiving a bonus has increased too on the prior year. A similar amount of males and females are now receiving a bonus.

# Commentary

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- On the reporting date, 5 April 2020, we have a higher proportion of males (71%) than females (29%) in senior roles and a higher proportion of females (59%) in our non-senior roles in comparison to males (41%).
- However, following the appointment of a new CEO and a new organisational design, we have since increased the number of females at a senior level. With 70% of the senior leadership team currently being female, we see positive changes being made that will be reflected in the 2021 reporting.
- 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. There are more males than females in management and senior leadership positions (that attract higher pay) across the business; a fact and challenge seen across nearly all financial service firms and businesses as a whole.

- 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. Going forward we will be able to offer more flexibility so that anyone who works for Endsleigh can balance their professional commitments with the personal responsibilities or wellbeing 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.

