

Endsleigh's 2017 Gender Pay Report

Endsleigh is committed to supporting diversity and creating an inclusive culture. A culture where everyone, irrespective of their background or gender, feels fairly treated and valued.

We want to make sure everyone encourages and embraces different perspectives to make Endsleigh a great place to work.

Our pay and bonus gap

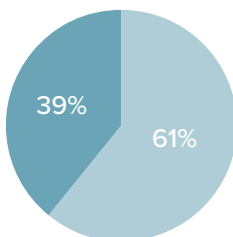
Difference between males and females

	Mean	Median
Hourly pay	24.7%	15.8%
Bonus paid	58.44%	46.26%

This table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at Endsleigh in the year up to 5 April 2017.

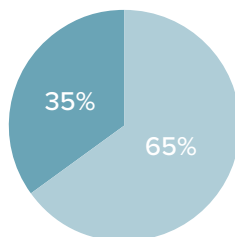
Pay quartiles

Bottom quartile



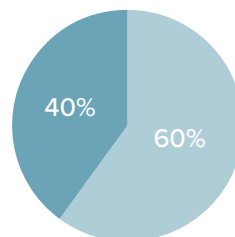
2.22% pay gap

Second quartile



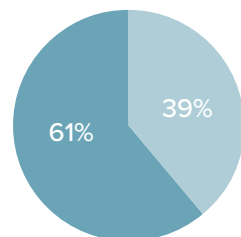
-0.80% pay gap

Third quartile



-0.61% pay gap

Top quartile

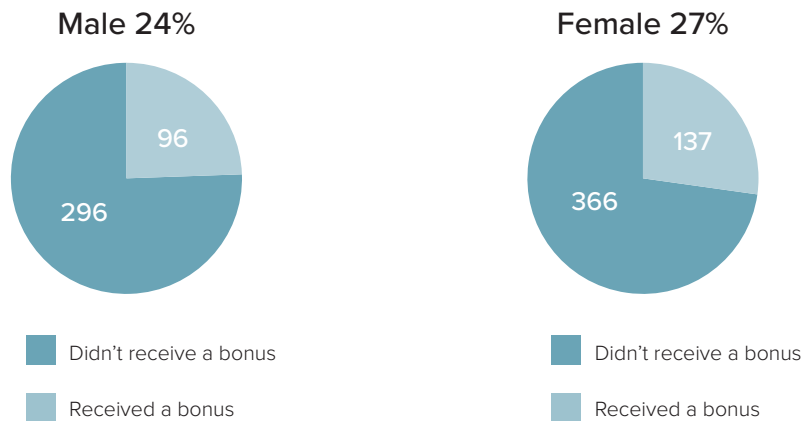


11.92% pay gap



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

Colleagues awarded a bonus



This is the percentage of males and females who received bonus pay in the 12 months leading up to 5 April 2017.

Whilst the proportion of females receiving a bonus is higher than males, as more males are in senior roles, this is driving the bonus gap.

Commentary

- We are confident our gender pay gap is not a pay issue but driven by the structure of our workforce:
 - Endsleigh has a higher proportion of females (**57%**) than males (**43%**) in our non-senior roles
 - This is in comparison to our senior roles where we have more males (**69%**) than females (**31%**)
- At a senior level, whilst we do have more males than females, on average females earn marginally higher salaries
- It is the impact of the weighting towards a higher proportion of males in senior roles that is impacting the gender pay gap
- We are confident through our analysis that males and females are paid equally for doing equivalent jobs across our business

Jeff Brinley, CEO

I confirm the data in this report to be accurate (23/03/2018)