

Endsleigh's 2018 Gender Pay Report

At Endsleigh we value diversity and we're committed to becoming a truly inclusive place to work. A place where everyone can be themselves irrespective of their background, and where different views are respected and valued.

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.

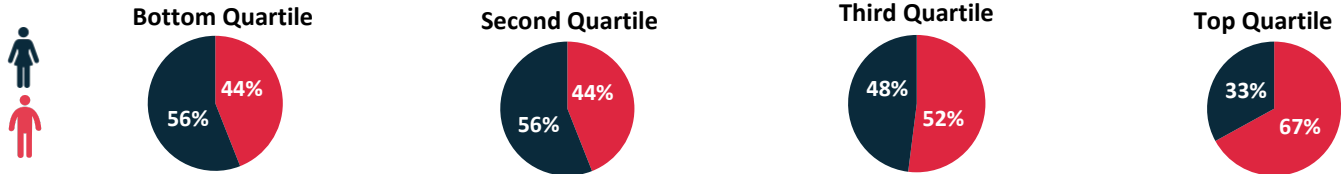
Our Pay & Bonus Gap

	Difference between men and women	
	Mean	Median
Hourly Pay	19.56%	13.42%
Bonus Paid	49.85%	41.45%

This table shows our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Endsleigh in the year up to 5 April 2018.

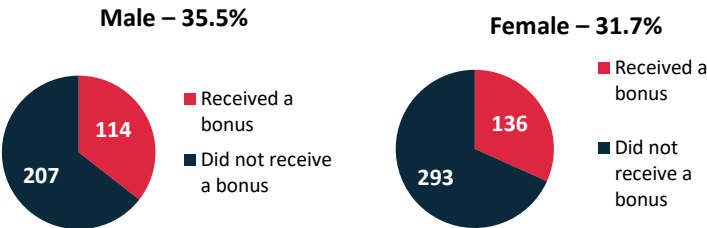
Between April 2017 and April 2018, we are pleased to report both our gender pay gap and the difference between bonus pay has decreased across both the mean and median. Specifically, the mean pay gap decreased by **5.14%** and the mean bonus gap by **8.59%**.

Pay Quartiles



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

Colleagues Awarded a Bonus



This is the percentage of male and females who received bonus pay in the 12 months leading up to the 5 April 2018.

Whilst the proportion of females receiving a bonus has increased, the proportion of men receiving a bonus is now greater than in 2017. A key driver of this, together with our bonus pay gap, is as a result of a higher proportion of males in our senior roles. Our bonus gap reflects that our senior roles, do carry an overall larger bonus opportunity than more junior roles.

Commentary

This year's report is based on 750 colleagues, 56% of which are female.

Given the decrease in our gender pay gap from April 2017, we are confident our gender pay gap is not a pay issue but driven by the structure of our workforce. A fact and challenge seen across nearly all financial services firms and business as a whole.

- Through our analysis, since April 2017, we have seen an 11% increase in the number of females who are within our leadership population.
- However it still remains the case that we have a higher proportion of males (58%) than females (42%) in senior roles and a higher proportion of females (59%) in our non-senior roles in comparison to males (41%).
- At a senior level, whilst we do have more males than females, we continue to see that females do have a marginally higher salary and therefore at our leadership and senior leadership level we do have a negative pay gap
- However when looking at the data overall, due to the impact of the weighting towards a higher proportion of males in senior roles, we do continue to have a gender pay gap
- The pay gap is not caused by unequal pay for male and females who are in the same roles and with similar experience

Whilst we are pleased to see our gender pay gap reducing, we continue to review on a regular basis all our reward policies to ensure we create a gender balance at all levels of the organisation.

The gender pay gap is a situation that we, and society as a whole, are anxious to address as for us, it is critical to the ongoing success and future of our business.



Jeff Brinley, CEO

I confirm the data in this report to be accurate 3 April 2019