

THE Ardonagh GROUP

ARDONAGH'S GENDER PAY GAP REPORT 2018

The Ardonagh Group is one of the UK's largest independent insurance intermediaries and is committed to transparency, equality and the fair treatment of all our employees.

UNDERSTANDING THE GENDER PAY GAP

From April 2017, all organisations with over 250 employees are required to report their gender pay gap annually. Gender pay compares the average (mean¹ and median²) hourly earnings of male employees and the average earnings of female employees in a company, regardless of their job role. The difference between those average earnings is known as the gender pay gap, which is expressed as a percentage of men's earnings.

Gender pay is not the same as equal pay. Equal pay looks at whether men and women receive equal pay for equal work. A gender pay gap may exist where there is equal pay. For example, there will be a gender pay gap where more men than women are employed in higher earning roles.

ANALYSING ARDONAGH'S GENDER PAY GAP

For the period of reporting (May 2017 – April 2018), Ardonagh had over 5,000 employees across several employing companies. In line with government requirements, we are only obliged to report on the eight companies within our Group that have more than 250 employees. However, in an attempt to demonstrate even greater transparency, we will once again be reporting on gender pay gap statistics relevant to employees across our entire Group. We believe this move is important in driving action and supporting the ultimate goal to close the gap.

The main body of this report reflects the overall gender pay gap for employees across The Ardonagh Group and a breakdown of the figures can be found in Appendix A in relation to the eight companies we are legally obliged to report on.

As this is the first year reporting as The Ardonagh Group, we are unable to provide comparative year-on-year figures. The overall results are the blended outcome of all of the component companies of the Group at the time of reporting, and reflect the diverse nature and broad range of remuneration based on the particular specialism and sector.

¹ Mean: The sum of all earnings in a dataset divided by the number of employees in the dataset

² Median: The mid-point earning in a dataset

³ Quartile: Values that divide a dataset into four equal parts

Fig. 1

ARDONAGH GROUP GENDER PAY GAP

DIFFERENCE BETWEEN MEN AND WOMEN		
	MEAN	MEDIAN
PAY GAP	44.2%	40.0%
BONUS GAP	76.8%	47.2%

Fig. 2 **PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE³**

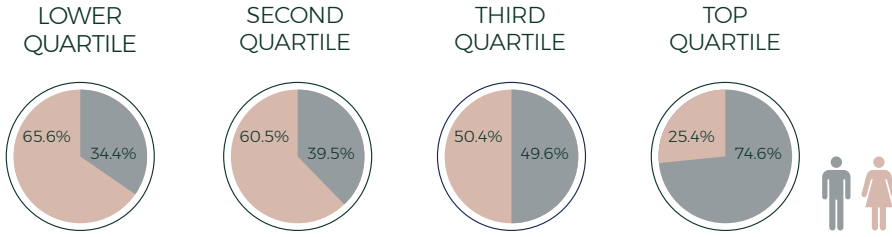
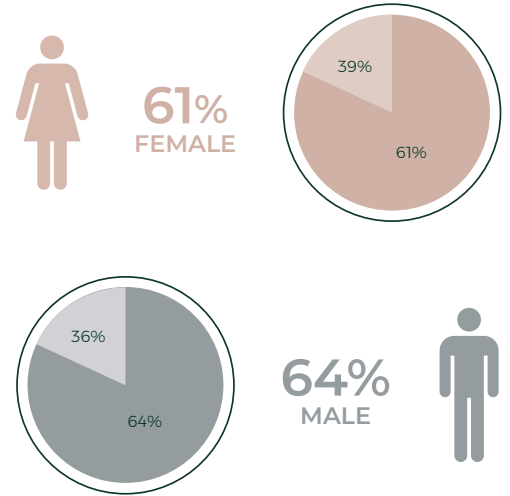


Fig. 3

PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS IN 2017 (%)



The average pay gap across The Ardonagh Group is 44.2%. This is above the financial services (30%⁴) and insurance industry (29%⁵) averages.



Figure 2 shows the distribution of relevant male and female employees in four quartile pay bands created by dividing the Group’s workforce into four equal segments. Although the percentage of women is greater than men in the overall workforce (50.5%), the gender pay gap occurs as a result of more men than women in senior leadership roles. This is evidenced by the top quartile comprising of 74.6% men.

A higher percentage of men received a bonus than women (64% compared to 61%) with a significant gap in the average bonus amount paid to men and women. Bonus structures across the Group are tailored to segment, sector and role, with higher bonuses typically paid to senior leadership and income producers. A greater proportion of those roles are held by men so the bonus gap is also driven by the composition of the workforce.

⁴ PWC, retrieved from <https://www.pwc.co.uk/services/human-resource-services/gender-pay/spotlight-on-insurance.html>

⁵ PWC, retrieved from <https://www.pwc.co.uk/services/human-resource-services/gender-pay/spotlight-on-insurance.html>

⁶ PWC, (May 2017). Retrieved from <http://pwc.blogs.com/fsrr/2017/05/how-tackling-a-lack-of-diversity-in-insurance-can-strengthen-relationships-with-customers-employees.html>

OUR ACTION PLAN

2017 ACTIONS	PROGRESS ON 2017 ACTIONS
Strengthen our flexible working policy – all vacancies and opportunities will be offered on flexible working terms	The flexible working policy applies to all new and existing roles
Improving enhanced maternity pay – we have increased enhanced maternity pay to 100% of basic salary for three months	Enhanced maternity pay has been increased to 100% of salary in some segments
Develop female senior leaders of the future – allocate 10% of the learning and development budget to leadership training and personal development for female talent	22 employees participated in two courses – Women in Leadership Programme and 6x6 Equal Talent Coaching
Eliminate unconscious bias in our recruitment process	Work done to remove gender information from the candidate selection process in some segments

2018 ACTIONS

- Review all HR policies to ensure they are family and flexible working compatible
- Further develop our enhanced maternity pay policy and achieve a minimum standard of at least 100% of basic salary for three months across The Ardonagh Group
- Allocate 15% of the learning and development budget to leadership training and personal development for female talent
- Introduce mandatory unconscious bias training for all hiring managers

Declaration

We confirm the information and data reported is accurate as of the snapshot date of 5 April 2018.



David Ross
Chief Executive Officer

APPENDIX

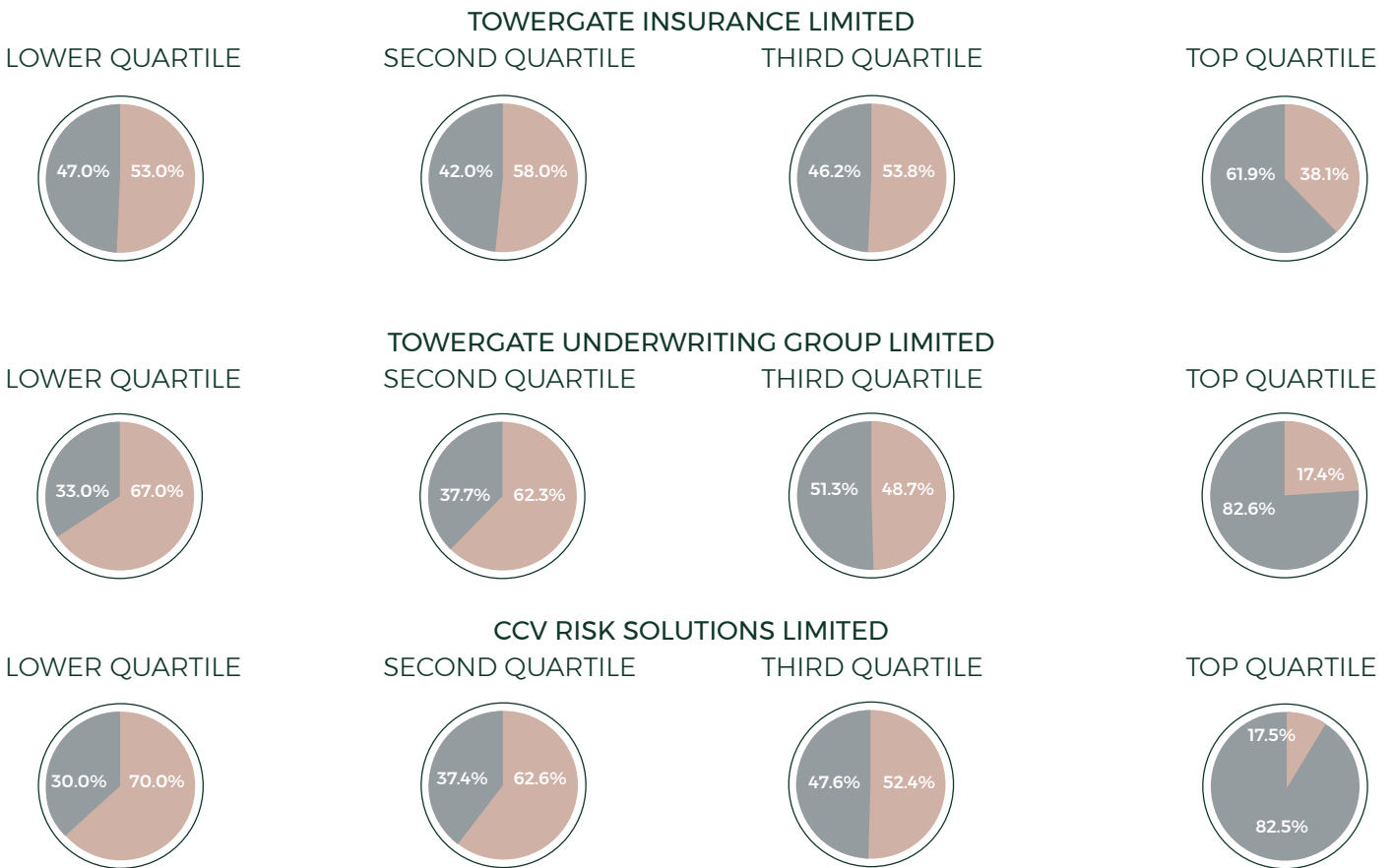
PAY GAP

BONUS GAP

EMPLOYING ENTITY	MEAN	MEDIAN
Towergate Insurance Limited	26.7%	21.6%
Towergate Underwriting Group Limited	37.1%	26%
CCV Risk Solutions Limited	32.8%	31.2%
Paymentsshield Limited	15.7%	22.2%
Price Forbes & Partners Limited	55.1%	52.7%
Autonet Insurance Services Limited	32.7%	16.6%
Carole Nash Insurance Consultants Limited	0.7%	0.7%
URIS Topco Limited	28.8%	7.5%

EMPLOYING ENTITY	MEAN	MEDIAN
Towergate Insurance Limited	58.3%	21.8%
Towergate Underwriting Group Limited	64.8%	29.2%
CCV Risk Solutions Limited	76.4%	18.9%
Paymentsshield Limited	60.5%	32%
Price Forbes & Partners Limited	62.2%	73.3%
Autonet Insurance Services Limited	62.4%	80.5%
Carole Nash Insurance Consultants Limited	30.7%	10.4%
URIS Topco Limited	95.8%	5.7%

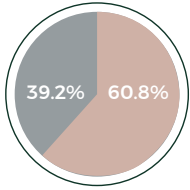
PAY QUARTILES



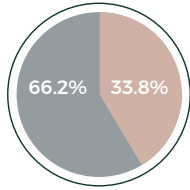
PAY QUARTILES

PAYMENTSHIELD LIMITED

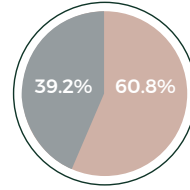
LOWER QUARTILE



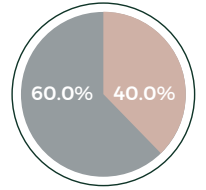
SECOND QUARTILE



THIRD QUARTILE

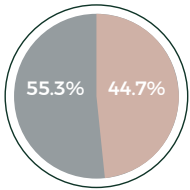


TOP QUARTILE

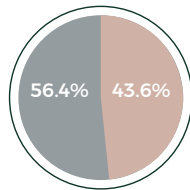


PRICE FORBES & PARTNERS LIMITED

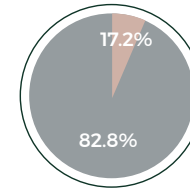
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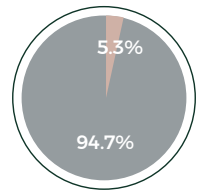
SECOND QUARTILE



THIRD QUARTILE

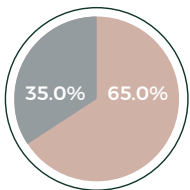


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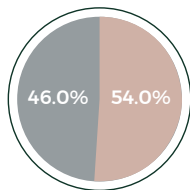


AUTONET INSURANCE SERVICES LIMITED

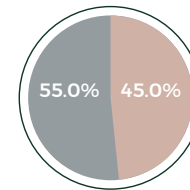
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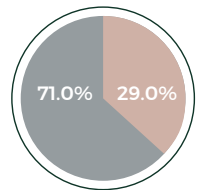
SECOND QUARTILE



THIRD QUARTILE

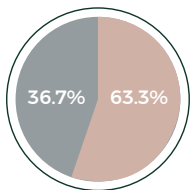


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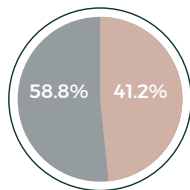


CAROLE NASH INSURANCE CONSULTANTS LIMITED

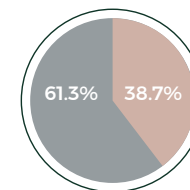
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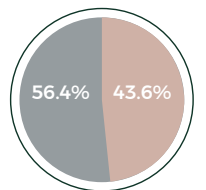
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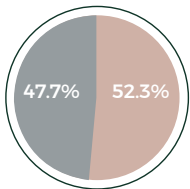


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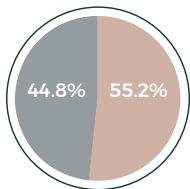


URIS TOPCO LIMITED

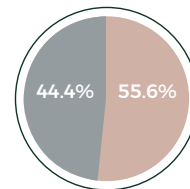
LOWER QUARTILE



SECOND QUARTILE



THIRD QUARTILE



TOP QUARTILE

