

BRIT
writing the future

gender pay gap

report 2022

Introduction from Martin Thompson, Group CEO at Brit Ltd

I am pleased to introduce Brit's sixth Gender Pay Gap report. Inclusion and diversity lie at the heart of Brit's culture, from how we engage with colleagues, partners and clients to how we approach strategy and business goals. We welcome the opportunity to publish this report and the move towards greater transparency and accountability in how companies pay men and women respectively.



As CEO of Brit I am proud of our culture and our way of doing things. I am confident that we are an organisation that does not just speak about diversity but acts in a way that upholds our values. Embedded in our culture is breaking down barriers to foster an organisation which offers everyone the same opportunities.

In publishing our report, we note improvements in our gender pay gap over the last year. Whilst we are fully confident that our pay is equal for men and women working in comparable roles, and are pleased with some of the results in this report, our gender pay gap highlights there are still improvements to be made. The Board and I remain committed to making this a core priority for the organisation.

This report's data is based on our UK employees; however, our commitment is to all our people, irrespective of geographical location.

Our findings are laid out below.

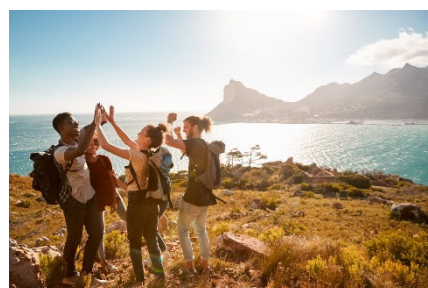
Martin Thompson, Group CEO

Brit Group Services Ltd.'s 2022 Gender Pay Gap Report

Employers with 250 or more employees are required to publish a report showing the pay gap between male and female employees.

Brit sees this requirement as a hugely important step in promoting inclusion and diversity across the group. We are an organisation that is committed to providing a transparent, fair, and inclusive workplace that gives equal opportunities to everyone who works for us.

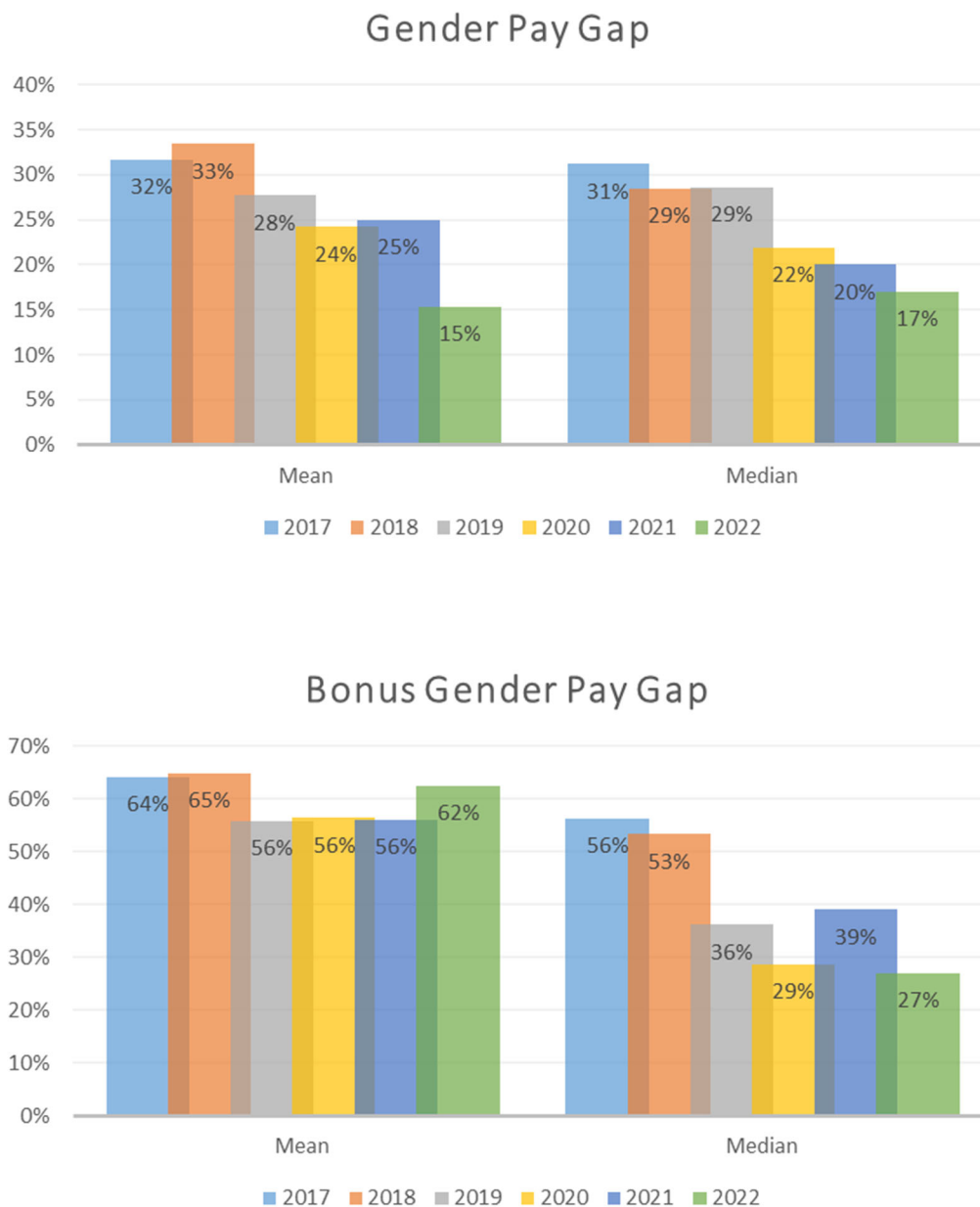
Our results are based on the statutory calculations issued by the UK government which we are required to publish and disclose, without exception, about our people.



We have reported a mean gender pay gap of 15.4%, which shows a significant improvement to our 2021 report. Our mean bonus gender pay gap is 62.4%, which is an increase on prior year. Bonuses come in several forms, including a long-term incentive plan (LTIP) which vest five years after award. The reported figures include awards made in 2016. This is the driver behind the mean bonus gap increase and without these awards vesting, the result would be very similar to 2021. More positive is the decrease in median bonus pay gap to 27%. Figure 1 shows our results for the last six years.

While we are continuing to undertake a range of initiatives to further improve our results, we are confident that, when comparing what male and female employees are paid when performing similar roles, we have no issue with equal pay. However, we have undertaken extensive work to understand what is driving our gender pay gap.

Fig. 1 – Gender Pay Results from 2017 to 2022:

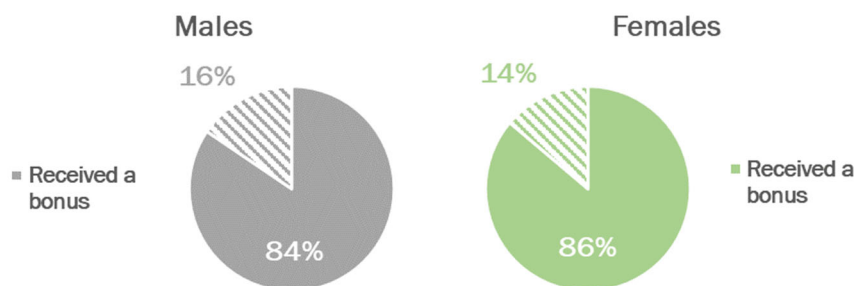


Our Gender Pay Gap:

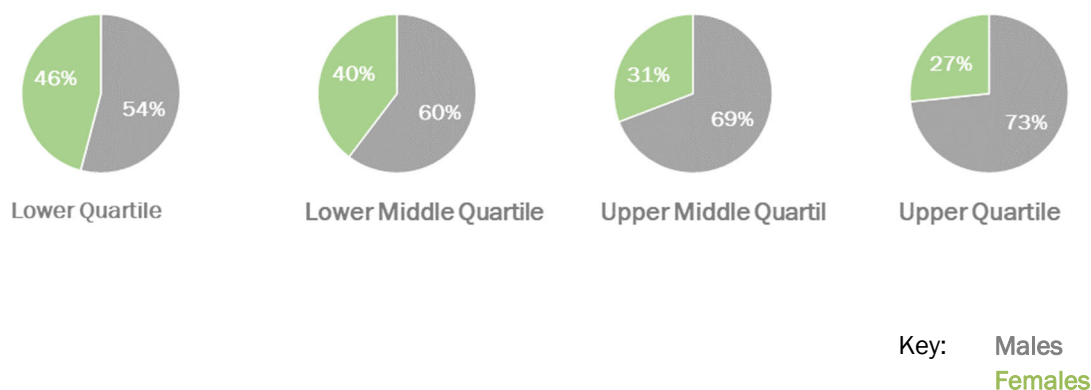
Difference between men and women		
	Mean	Median
Pay gap in favour of men	15.4%	17.0%
Bonus gap in favour of men	62.4%	27.0%

The gender pay gap is calculated by comparing the mean and median hourly rates of men and women as at April each year. The gender bonus gap is calculated by comparing the mean and median bonus payments received by men and women over a 12-month period.

Proportion of males and females receiving a bonus payment:



Proportion of males and females in each pay quartile:



As with many organisations in financial services, we typically have more male employees in senior roles than female employees. This has, in turn, driven the gender pay gap seen in the numbers we have reported above.

As part of our review, we wanted to understand how our gender pay gap looked on a like-for-like basis, comparing those in similar roles. The most effective way for us to do this was to compare average salary across bonus range, which is deemed to be the best proxy for 'like for like' roles.

At Brit, when looking at our bonus ranges, they contain a variety of roles across all Business Areas. Because of the diversity of roles within the ranges we would not expect to see matching average salaries, but our analysis indicates that roles with comparative seniority have a much smaller pay gap and in fact the gap favours women in two of the seven ranges. Of the ranges which favour men, two ranges have a disparity of less than 1%.

Similarly, bonus awards (cash and long-term incentives) to eligible individuals in the same ranges during our last compensation review show a much more positive picture than the required government statistics.

Summary

Whilst we were encouraged to find a far smaller, and in some cases reversed, gender pay gap when comparing roles of comparative seniority with regards to salary and bonus payments, our aim is to continue to encourage and promote more women to senior roles.



We are already monitoring pay, bonus and career progression amongst our people to ensure that all employees, irrespective of gender, are actively supported in reaching their full potential on the basis of skills and personal development.

In addition to this we always benchmark the total compensation parameters of all our job roles. We are wholly focussed on valuing our talent and paying the market rate for the skills and expertise of the individual, irrespective of gender.

We are also actively committed to a range of industry initiatives to improve diversity. We work with networks such as LGBT Insurance Network, Gender Inclusion Network, Insurance Culture Awareness Network, Insurance Families Network, Next Generation Insurance Network and Insurance Disability, Ability and Wellbeing Network. We strive to continue to reduce our gender pay gap and will do so by:

- Continuing to work with recruitment suppliers and hiring managers to always include diversity in our hiring processes, talent attraction and interview methodology.
- Ensuring robust procedures are in place to review talent and succession planning on a twice-yearly basis and to identify opportunities and development for all employees irrespective of gender.
- Reporting annual pay and reward proposals at gender and job role level for executive review for all our people.
- Carrying out annual diversity reviews including equal pay audits.
- Providing flexible working opportunities for all our employees as well as enhanced company maternity/ paternity/parental/adoption leave.

Since we started publishing our gender pay gap, the mean gap has narrowed by 16%. We will continue to remain focussed on this through our recruitment policies and the work of the People Forum.

We are committed to keeping you updated on our progress.

I confirm that the published information is accurate.

Martin Thompson, Group CEO