

Gender Pay Gap

2022 Report



What does gender pay gap mean?

Gender pay gap and equal pay are two distinct issues. Gender pay gap is the difference between the average pay of male and female employees, regardless of role, seniority and working hours. Equal Pay, as set out in the Equality Act of 2010, legislates that men and women in the same employment performing equal work must receive equal pay.

What is the gender pay gap calculation?

UK government legislation requires employers with 250 or more staff in the UK to publish statistics outlining the difference between the average pay of male and female employees, regardless of role, seniority and working hours. The analysis is based on a snapshot of data as of April 5th of each year. Companies in the UK must disclose the gender pay gap and the gender bonus gap based on mean and median differences in pay, the proportion of males versus females that receive a bonus, and the proportion of males and females falling within each pay quartile.



Julian James

Chief Executive Officer
Global Markets Commercial
P&C Insurance
Sompo International

“At Sompo International we know that our success comes from our people. We believe that diversity in gender, gender identity, age, race, sexual orientation, physical or mental ability, ethnicity, background and perspective at all levels of our organisation makes us a better company. We strive every day to create an environment where everyone, from any background, can belong and do their best work. It makes good business sense and is the right thing to do.

While our gender pay gap statistics are not out of line with our peer companies, they clearly do not represent the position we want to be in. We recognize there is much to do and we are committed to progressing in our journey.

This report explores our UK gender pay gap results for 2022.”

Declaration: I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

“Over the past few years, driven in partnership with our Sompo International Inclusive Diversity Council, we have taken meaningful steps to build a solid foundation that will lead to a truly inclusive organisation. This included material investment in developing our collective understanding and competence in all areas of inclusion, from the top down; progressing a review of our talent management structures, processes and procedures to challenge structural and systemic biases and barriers to inclusion; intentional focus on creating a strong, diverse pipeline of talent and leveraging our internal and external communication channels to raise awareness on diversity issues and listen to our employees as well as those in the insurance industry where we operate.

We are making progress. But we recognise that change takes time. We will not waiver and remain committed to continuing to make meaningful changes that truly embed sustained inclusive diversity principles and thinking into all that we are and do.”

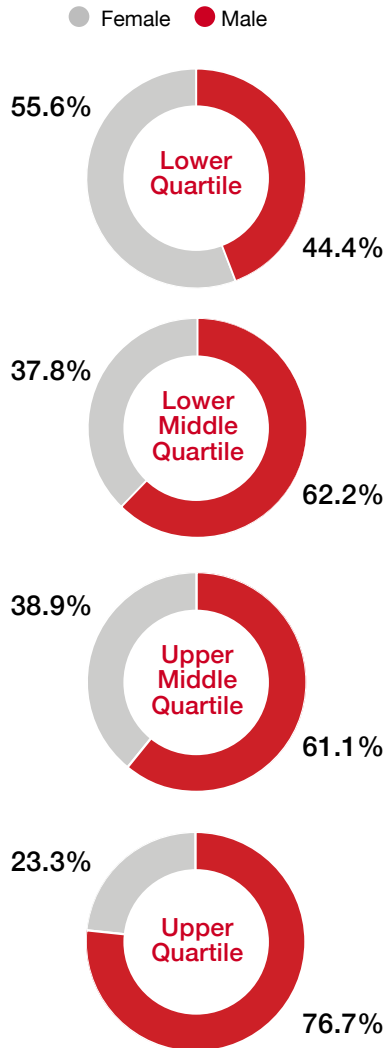


Isla Baillie

EVP, Global Head of
Talent & Inclusion
Sompo International

Gender Pay Gap Statistics...

Our Analysis...



Hourly Analysis

The hourly analysis is the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime).

	MEAN	MEDIAN
2022	36.8%	29.0%
2021	31.6%	20.7%
2020	33.1%	21.3%
2019	34.1%	22.0%

Bonus Analysis

	MEAN	MEDIAN
2022	57.7%	37.4%
2021	63.2%	37.0%
2020	61.0%	30.6%
2019	64.8%	31.2%

Employees Receiving a Bonus

All employees at all levels within the company are bonus eligible. The proportion of females / males receiving a bonus payment is strictly driven by the timing of new hires during the first year of employment.

	MALE	FEMALE
2022	91.0%	92.5%
2021	87.2%	89.6%
2020	91.5%	89.1%
2019	87.9%	90.5%

Senior level, visible diversity continues to be the biggest challenge for Somp International and the industry overall.

As for the current reporting years, our analysis continues to support our confidence that **Somp International adopts equal pay for equal work.** Like many other organisations, however, we have a gender pay gap driven by having **materially fewer women than men in more senior roles** that demand the highest pay and incentives.

We recognise that **visible diversity** is hugely important in hiring, developing and engaging a diverse candidate and employee pool. **Senior level, visible diversity is the biggest single inclusive diversity related challenge for Somp International in the UK and globally.** In the UK, females represent **40%** of the company but only **15%** of our most senior level roles. We are aware that we need to focus on this area as an organisation.

We have seen a positive trend in our bonus analysis, but the majority of our gender pay gap statistics are less favorable compared to last year's results and they clearly **do not represent the position we want to be in.** Our Inclusive Diversity strategy has been in place since 2021 and we recognise that it will take time for these efforts and commitments to translate into visible progress.

In summary, there is still much to do both within Somp International and in the wider marketplace.

Our Key Actions for 2023



Awareness

Continue to raise awareness and openness towards inclusion both internally and externally.

- Publish key diversity statistics to better understand our journey
- Listen to our employees – build on the Focus Group communications we started in 2022
- Continue to sponsor and partner with organisations that have aligned diversity and inclusion agendas
- Continue to share our voice in the industry



Talent

Attract, retain, develop and engage diverse talent across all levels in our organization.

- Introduce our first Mentorship Program for our female talent
- Progress review of key employee experience moments to challenge structural and systemic bias and barriers
- Focus on diversity of entry level programs and talent pipeline with intentionality
- Celebrate and propel our diverse talent across the organisation



Learning

Develop our collective understanding and competence in all areas of inclusion

- Progress our learnings gained from our executive leader Inclusive Leadership development program with a 4-month “*Turning Talk Into Action*” series of learning events for executive leaders
- Roll out *Just In Time* toolkits for all people managers in the areas of Developing, Performing and Hiring
- Continue roll out of foundational Managing Inclusion, Conscious Inclusion and the Inclusive Leader program

