

Gender Pay Gap Report - 2021



Admiral's purpose is to 'Help more people to look after their future. Always striving for better together'. In order to translate our purpose into action we endeavour to cultivate an engaged and inclusive workplace that empowers our people to be better every day.

Ensuring that all colleagues receive equal opportunities and fair compensation is a key focus for us and whilst our 2021 Gender Pay Gap figures highlight that we can do more, we are pleased with the progress we have made so far. In 2021 we have continued to strengthen our practices through initiatives that help employees reach their full potential and ensures that they receive fair compensation, regardless of their gender. The past 12 months have also seen us develop rapid technological change and growing our employees in the tech area, which is an area

where women are not as represented as we would hope. This naturally impacts our Gender Pay Gap statistics, and we are proactively taking steps to improve.

I am proud to work for a company like Admiral, which prioritises an inclusive and honest culture that helps us all enjoy what we do, and do it passionately to serve our customers best. As after all, people who like what they do, do it better.

Milena Mondini de Focatiis
Chief Executive Officer
30th March 2022

Our Data

We use a snapshot date of 5th April 2021 and note that our data represents 6,048 employees across our UK businesses.

	Mean			Median		
	2021	2020	Difference	2021	2020	Difference
Hourly Gap	14.4%	12.8%	+1.6	6.7%	5.4%	+1.3
Bonus Gap	25.7%	27.6%	-1.9	23.3%	29.8%	-6.5

Mean pay gap is the difference in average hourly and bonus pay between men and women

Median pay gap is the difference between the midpoint in the ranges of hourly and bonus pay

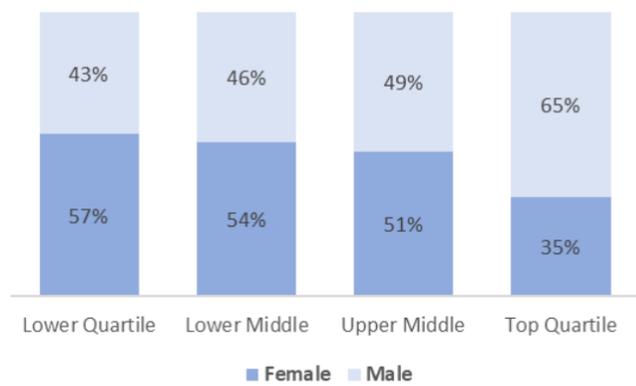
Men receiving bonuses: 95.7% (92.8% in 2020)

Women receiving bonuses: 96.4% (93.5% in 2020)

Our Gender Pay Gap

We continue to be committed to equality in Admiral, ensuring that all people receive fair compensation and equal opportunity at work. Our Gender Pay Gap is influenced by the fact that the distribution of colleagues in our higher paid roles is at 65/35 in favour of males. The majority of our people exist within the first three pay quartiles, where we see greater balance between our male and female colleagues.

Proportion of males and females in each pay quartile (%)



As we continue to develop our technological offerings and hire more employees in this area, we recognise the challenge of recruiting female talent into IT and technical roles, and with it an impact to our Gender Pay Gap. This is most notable in the top quartile. We are proud to support the mission of PWC's TechSheCan charter by encouraging everyone to participate in emerging technologies which is an area in which we are keen to improve the ratio of women in these roles. Our strategy within the #TechSheCan space involves internship and work experience programmes. We showcase the good work contributed by our female colleagues both internally and externally, by working with local schools and universities to inspire female students to consider technology careers. This is further strengthened at Admiral through the work of our Gender Equality Working Group whose focus is to uphold the highest standard of equal opportunities for all. We employ several measures to ensure that any jobs advertised are gender neutral, open to flexible working and encourage all colleagues to accelerate their careers, regardless of field.

We are proud that we have both a female Chair, a female group CEO and female UK CEO. Our board is now made up of male and females with an equal gender split which is an improvement on 2020. Last year, we committed to reaching 40% female representation at executive level roles by 2023. Through our continued efforts, we are delighted to have hit that target a year ahead of schedule with the current representation sitting at 41%.

In March 2022, we celebrated International Women's Day and their #breakthebias theme which focuses on driving an inclusive, diverse and equal future between genders. The transition to hybrid working has brought many opportunities but the challenges were not lost on us. We know that parents and carers working from home were likely to have been working in situations which impacted their productivity and so have worked with our Diversity and Inclusion team to make sure Admiral continues to champion being an inclusive and supportive employer. We continue to develop our flexible working and parental leave policies to ensure they are fit for purpose.

We are also pleased to have launched our Get Discovered programme in February 2022 aimed at developing talented women within Admiral to become the leaders of tomorrow. The programme affords bespoke opportunities for women to develop their strengths, to network with local and international colleagues and to access structured training. We received over 200 applications to this programme and we can't wait to see how they get on!

We remain confident that our efforts in closing the Gender Pay Gap are good but we are also aware that further work is needed. We placed 6th on the best performing FTSE 100 companies for women on Boards by the FTSE Women Leaders Review. We were proud to see that 96% of colleagues agree that Admiral treats people fairly regardless of their gender and that we ranked 2nd in the UK's Best Workplaces for Women award in 2021.