



Ethnicity Pay Gap Report

2022



"One of the pillars our business was founded on 30 years ago was equality and we work hard to foster an inclusive workplace where everyone feels they can thrive and reach their full potential. I believe this is key to creating a more diverse workplace. I'm really proud that 94 per cent of our colleagues believe that Admiral is a diverse and inclusive employer.

For us, being a great place to work means prioritising an honest and transparent culture and I'm pleased that, for the first time, we can publish our ethnicity pay gap data. Over 80 per cent of our colleagues have chosen to share their ethnicity data with us. Our figures reflect the fact that we have a higher proportion of colleagues from ethnically diverse backgrounds working in functions which attract higher salaries such as IT, Data, Finance and Technology. We're committed to ensuring that all of our teams represent the customers and communities which we serve."

Milena Mondini de Focatiis
Group Chief Executive Officer



Ethnicity

At Admiral we want to attract and retain the diverse talent we need to deliver for our customers and communities.

We're committed to being an inclusive employer and continue to evolve our colleague proposition so Admiral remains a great place to work for everyone.



Bonuses

Colleagues from White and Ethnically diverse backgrounds receiving bonuses



88.2%
White background



76.2%
Ethnically diverse background

Our data

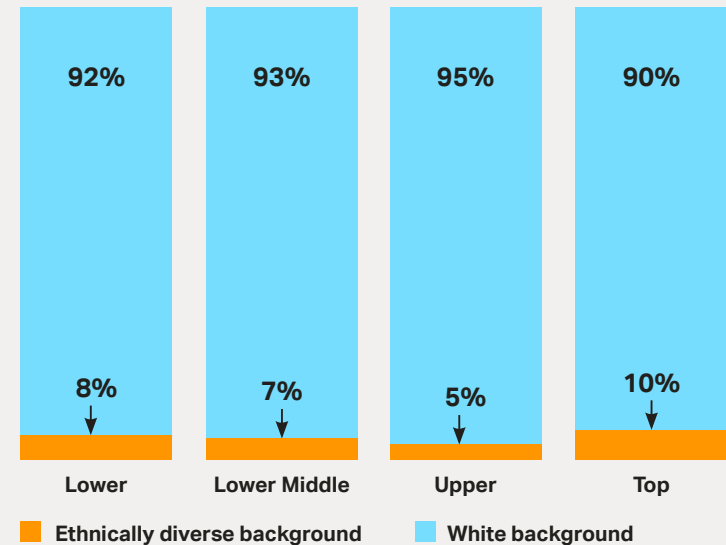
We have used a snapshot date of 5th April 2022 and the ethnicity data volunteered by 4,940 colleagues (82% of our UK colleagues) across our UK businesses.

Our bonus calculation includes long-term service awards and incentives awarded to customer-facing colleagues. The bonus gap reflects the fact that colleagues from an ethnic minority background typically have a shorter tenure and are not in customer facing roles which receive incentives.

Ethnicity	Mean		Median	
	2022	2021	2022	2021
Hourly Gap	-13.5%	N/A	0.2%	N/A
Bonus Gap	35.3%	N/A	37.4%	N/A

Mean pay gap is the difference in average hourly and bonus pay between colleagues from a white background and ethnically diverse background. Median pay gap is the difference between the midpoint in the ranges of hourly and bonus pay.

Proportion of colleagues from an ethnically diverse background and white background in each pay quartile %





Our ethnicity pay gap

One of the pillars our business was founded on 30 years ago was equality, and we are committed to ensuring that all of our colleagues have the opportunity to reach their full potential and receive fair compensation.



Increasing representation of ethnicity

At Admiral we are committed to breaking down barriers to entry and progression and to demonstrate our commitment to increasing representation of ethnicity in our business, this is the first time we are publishing a breakdown of pay by ethnicity.

Our ethnicity pay figures reflect the fact that a higher percentage of our colleagues from ethnically diverse backgrounds work in functions that attract higher salaries such as IT, Data, Finance and Technology. The majority of our people exist within the first three pay quartiles, where we see greater balance between our white background and ethnically diverse background colleagues.

We have achieved an 82.2% ethnicity disclosure rate, but we recognise reaching 100% will give us a clearer picture of pay distribution across each quartile. We have several initiatives to help increase the disclosure, including adding context to our mandatory diversity and inclusion training aimed to increase understanding of why we ask for the personal information.

In 2020, we signed the Race at Work Charter and in 2022, we continued our commitment by signing up to their extended initiatives and joined as a member of the Business in the Community.



94% of Admiral colleagues believe that Admiral is a diverse and inclusive employer (Great Place to Work 2023).



96% of colleagues agree Admiral treats people fairly regardless of their ethnicity or race.

Training and workshops

Our recruitment diversity and inclusion strategy aims to increase the number of candidates that are from an ethnically diverse background and/ or are women onto shortlists for leadership roles. In 2022, all our internal recruiters received external training on unconscious bias.

We also appointed Senior Management Sponsors for all diversity and inclusion working groups, helping to set the tone from the top.

Our Colleague Resource Groups also include our Ethnicity and Culture Working Group whose focus is to break down barriers to entry and progression for all.