

Gender Pay Gap Report - 2017



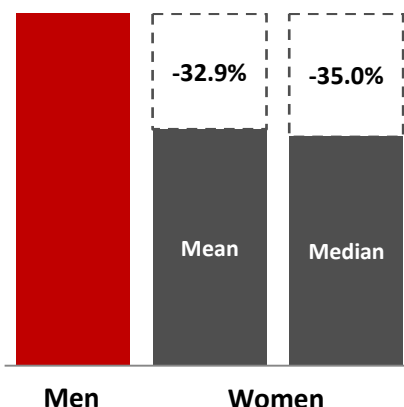
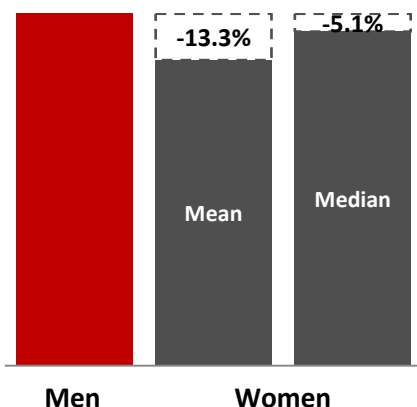
Equality is one of the 4 pillars of the Admiral culture, which has underpinned all our success over the past 25 years. We are proud of our diverse culture across the Group and that is why we are committed to transparency and welcome the new gender reporting requirements.

While our gender pay gap is materially lower than the UK average and the industry average for the financial services industry⁽¹⁾, we are committed to reducing it further by ensuring everyone gets equal opportunities and fair compensation for the work they do.

David Stevens, CBE
Chief Executive Officer
13th March 2018

Hourly Rate Gender Pay Gap

Bonus Gender Pay Gap



The Data

This data represents nearly 6,000 staff members across all our UK sites as at 5th April 2017.

The **mean pay gap** is the difference in average hourly and bonus pay between men and women.

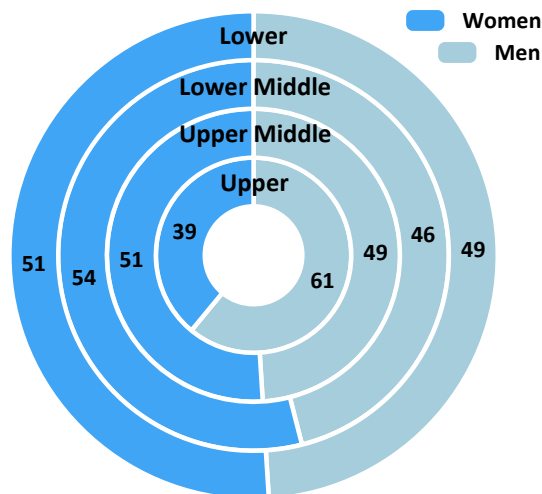
The **median pay gap** is the difference between the midpoint in the ranges of hourly and bonus pay.

Men receiving bonuses: 91.5% Women receiving bonuses: 87.9%

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

The main reason for the gender pay gap is the imbalance of men and women at differing levels of the business. In the upper quartile there is a higher proportion of men, which reflects the split of senior managers in the group (19 men and 7 women).

Our business has a significant number of technical roles, which are predominantly filled by men (IT, Actuarial, Governance). We have established a diversity working group to further explore how we can attract more women into these roles.



(1) - PwC, Women in Work Index 2017 (2017), P4