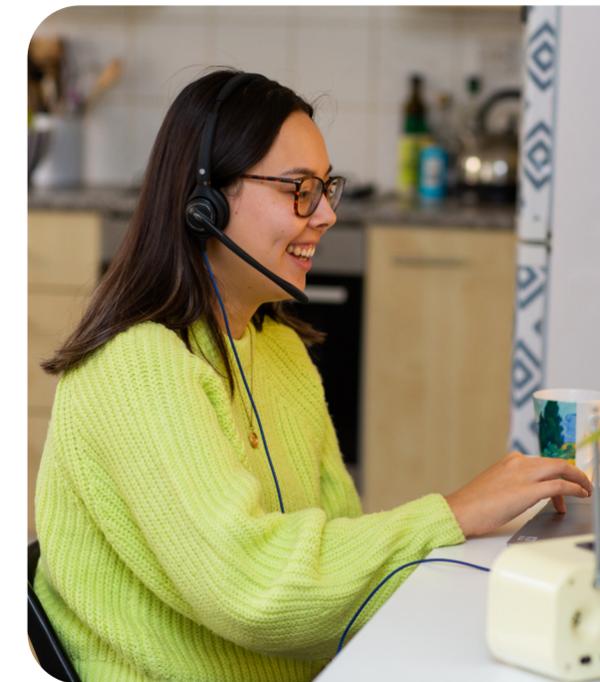




Admiral
Diversity & Inclusion Annual Report 2022

People who like
what they do, do
it better



1.0 Introduction

Admiral has always viewed having an inclusive workplace for all employees as an important value in our organisation, and we continue to build on this each year. We aim to be the employer of choice and want to attract, nurture, and retain a range of diverse talent reflective of our customer base and the communities in which we live.

In 2020, we launched a 5-year plan to embed diversity and inclusion into our culture, casting a Diversity & Inclusion lens over everything we do.

Our aim, as a Group, is to nurture a diverse workplace in which:

- Everyone feels valued,
- There is representation of all diverse demographics across our workforce,
- Leaders lead inclusively,
- D&I is fully integrated into our culture.

We want to move from a well-established position, where employees are engaged and inclusion is a cultural trait, to an organisation that is ultimately using “diverse by design” teams to gain a competitive advantage. Understanding the makeup of our business has been a key focus for us which is why we have invited UK colleagues to complete their Diversity & Inclusion voluntary questionnaire, aiming to increase completion to over 80% for all demographics in 2023 (currently this ranges from 88% for disability or long-term condition disclosure to 51% for social mobility, as of December 2022).

“Diversity and inclusion has always been fundamental to our success and in our team, you’ll be accepted, supported and empowered to be you, as we celebrate and embrace what makes us all different. When you get a diverse team of people together who think differently and feel free to speak up, we can generate better ideas and outcomes for the business, our colleagues, customers, and our community.”

- Cristina Nestares, CEO of UK Insurance



2.0 2022 Highlights



94%

of our colleagues believe that Admiral Group is a **diverse and inclusive employer** (Great Place to Work Survey 2023).



Based on our diversity disclosure data, we have seen an **increase in diverse representation** across our UK business compared to 2021.

For further details, please refer to page 3.



We have a **female Group CEO**, a **female UK CEO** and a **female senior independent director (SID)**.



45%

of executive level are female (increasing from 41% in 2021).



We have appointed **senior leader allies** for each Diversity & Inclusion working group.



We have achieved **Disability Confident Leader Status**.

3.0 What do Admiral's demographics look like?

Based on completion of our Diversity & Inclusion voluntary questionnaire, the below data indicates Admiral UK's diverse representation for 2022 compared to 2021:

University
(first in family)
representation
(based on 50.7%)

12.3%

(+1.7% vs 2021)

State School
representation
(based on 58.7%
disclosure):

40.3%

(+8% vs 2021)

Neurodiversity
representation
(based on 59.2%
disclosure):

3.4%

(+0.4% vs 2021)

Mental Health
representation
(based on 59.2%
disclosure):

9.4%

(remained consistent
vs 2021)

Disability
representation
(based on 87.7%
disclosure):

7.9%

(+0.6% vs 2021)

LGBQA+
representation
(based on 83.2%
disclosure):

8.1%

(+1.2% vs 2021)

Transgender
representation
(based on 66.2%
disclosure):

+0.5%

(+0.2% vs 2021)

Female
representation
(based on 81.5%
disclosure):

41.4%

(+1.8% vs 2021)

Ethnically diverse
background
representation
(based on 83.9%
disclosure):

7.6%

(+1.6% vs 2021)

4.0 Our Commitment to being a Diverse and Inclusive Employer

In 2022, Admiral Group launched the Get Discovered programme aimed at developing female talent within Admiral to become the leaders of tomorrow.

Our recruitment strategy aims to tap into diverse talent. This is evidenced through utilising diverse job pages and offering support throughout the application and onboarding process, as well as during their career with us through the use of technology and other accessibility tools.

We continue to strengthen our partnerships that are aimed at increasing female representation. As part of this, we have joined with Women in Data, a movement and force for change in the realm of data science and analytics whilst continuing our partnership with PwC's #TechSheCan which is aimed at developing internship and work experience programmes.

Additionally, Admiral has iterated its 12-week internship 'Aspire' for the third time, aimed at students from ethnically diverse backgrounds and Women in STEM. This is to give students with a diverse background the opportunity to gain valuable work experience whilst helping us identify high-potential talent.

"I am now doing a degree apprenticeship through Admiral with the University of South Wales in data science. The business has been absolutely fantastic in my professional development in this field."

- Cath Morgan, Scrum Master and Process Lead



“We have a huge, colourful, thriving LGBTQ+ community here, and I like to think we all look out for each other.”



- Ciaran Trimming, Ty Rainbow Co-Lead



To further drive Diversity & Inclusion across the business, Admiral has signed several pledges in areas such as Menopause, Endometriosis Friendly Employer, as well as Neurodiversity Friendly Employer.

In 2020, Admiral signed the Race at Work Charter. The Charter started with five calls to action to improve race equality, inclusion, and diversity in the workplace and in 2021 the Charter was expanded to include allyship and inclusive supply chain commitments. As a result, to continue our commitment, we have signed up to the Race at Work Charter's extended initiatives.

Admiral sponsored Pride Cymru for the 22nd consecutive year, having had the most people ever march with us to support Wales' Pride community.

5.0 Our Working Groups

We have 6 main working groups that are made up of employees from around the business and each have appointed Senior Leader Allies to promote Diversity & Inclusion and set the tone from a leadership perspective. Our working groups are:

- Gender
- Ethnicity & Culture
- Ty Rainbow LGBTQ+
- Disability & Neurodiversity
- Age
- Social Mobility

Admiral is working with different businesses, charities and community leaders, and, in collaboration with our working groups, hosted events such as Women in STEM, International Men's and Women's day, Black History Month, Eid, LGBTQ+ history month, disability and social mobility days and more. Our events aim to improve understanding, awareness and support signposting for our colleagues including a monthly update that is circulated to all colleagues.

Our Age working group works closely with our benefits team to ensure Admiral takes all ages into account, providing benefits for various life stages.

In collaboration with our working groups, we have reviewed our Family Friendly policies and made changes where needed, for example increasing our paid Paternity leave from two to three weeks and adding an additional 13 weeks (unpaid). We will continue to review them on a regular basis to ensure that we can best support our colleagues who are parents, guardians or carers.



I want to help create a place where we get that amazing diversity, where everyone is included, we get to learn more about each other's cultures, history, religions, we understand and embrace each other's differences and we stop inequality. I love this group, the enthusiasm, the sheer hard work, and wonderful attitudes.

- Denyse Cazier, Ethnicity and Culture Working Group Lead



Our Diversity & Inclusion working groups are always striving to make a difference by educating and inspiring our colleagues. Our aim is to create an inclusive environment where everyone can bring their whole selves to work and we celebrate what makes each of us unique.

- Holly Needs, Diversity and Inclusion Manager



6.0 Awards and Recognition



Great Places to Work - UK

- Admiral was placed 3rd in the UK's Best Workplaces for Women award in 2022
- 4th – Great Places to work – UK



Great Places to Work - International

- 19th in Europe
- 2nd in Spain
- 7th in France
- 4th in Italy and Canada



Best Companies - UK

- 2nd Best Big Company to work for
- Best big company for Wellbeing



Other Awards

- Top 75 in the UK Social Mobility Index
- India's Best Workplaces in IT and IT-BPM
- Best place to work in Data, DataIQ awards
- Admiral has achieved Disability Confident Leader status
- We got Gold for the 'Corporate Health Standard'.
- We also got Silver/Runner up in the 'The Mental Health & Wellbeing Awards – Wales'

7.0 Our Way Forward

As part of our plan, our ambition is to break down barriers to entry and progression. Through increased awareness, education, and training, we can ensure our colleagues have a sense of belonging and can bring their whole selves to the workplace. We give our colleagues opportunities to grow and contribute, allowing us to strengthen the talent pipeline into leadership positions which will ensure long-term sustainable change.

Help more people to look after their future.
Always striving for better, together.

