

Gender Pay Gap Report - 2020



At Admiral, our culture focuses on four pillars: Communication, Reward and Recognition, Fun and Equality. It is important for us that people feel that they belong, and the element of equality related to gender is important to us. Admiral has been externally recognised for our inclusive environment and was named fifth best Super Large UK Workplace for Women in 2020 by the Great Place To Work (GPTW) Institute.

We're also proud to be one of the few FTSE100 companies where our Group Board Chair and our Group CEO are women. We achieved a very pleasing result in the most recent GPTW survey, with 96% of respondents confirming that people at Admiral are treated fairly regardless of their gender. Our 2020 Gender Pay Gap figures confirm that we still have work to do, as we continue to focus on ensuring that all staff receive equal opportunities and fair compensation for their work.

Milena Mondini de Focatiis
Chief Executive Officer
24th March 2021

Our Data

Our data represents 7439 staff members across all our UK sites as of 5th April 2020. 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.

	Mean			Median		
	2020	2019	Difference	2020	2019	Difference
Hourly Gap	12.83%	12.87%	-0.04%	5.36%	4.49%	+0.87%
Bonus Gap	27.61%	28.55%	-0.94%	29.84%	29.71%	+0.13%

Men receiving bonuses: 92.8% Women receiving bonuses: 93.5%

Our Gender Pay Gap

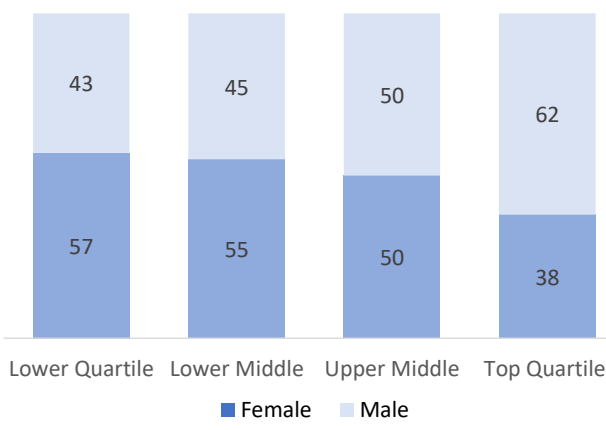
Our Gender Pay Gap is principally driven by the gender split in our highest paid roles (top 25% when split into pay quartiles), where the gender split is 62/38 in favour of males. We are proud to be a company that has a female Chair, a female group CEO and a female UK CEO but we recognise that we must continue to recruit and develop female talent at all levels of the organisation, ensuring there is a healthy pipeline of talent from which to select our future leaders. We are striving to increase female representation in technical, managerial and leadership roles; our Board is 42% female¹ and we are committed to increasing female representation at an executive level to 40% by 2023 (currently 34%). We hope achieving this target and continuing to develop our female talent pipeline will lead to an increase in female representation across all levels of our organisation and will help us reduce and eventually eradicate our gender pay gap.

We recognise the challenge of recruiting female talent into IT and other technical roles and are working hard to address this. Our initiatives include ensuring that we always have a gender balanced shortlist of candidates, using gender neutral wording in our job advertisements, and highlighting the ability to work flexibly. We have signed PWC's #TechSheCan Charter, which underlines our commitment to increasing the number of women working in technology across the UK. This Charter was the catalyst for the launch of our Women in Tech Strategy, which includes commitments to offer technology-related work experience and internship programmes for women. This also involves working with schools and colleges and talking about our tech careers to encourage young women to consider this as a career option.

We regularly monitor our flexible working practices and the past year has presented us with an opportunity to overhaul our approach. We hope to take all the positives we have learned whilst working remotely and transform our flexible working proposition going forward. Being able to offer full flexibility of when, how, and where employees work has become a key requirement, especially when recruiting women.

Note: (1) 45.5% as of January 2021

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



Our recent gender diversity actions include researching opportunities for job sharing, working closely with the Smart Working Group to understand how flexible working could look in the future, building a research and networking community for parents and carers, and trialling the use of mentors and maternity coaching. In the coming months, we plan to complete a full review of our gender related policies, such as parental and shared leave, to ensure our current policies help support us to achieve gender diversity across our business.

To read more about our initiatives, please see the Diversity Report 2020 on the Admiral Group website.

