

**Help more people
to look after their future**

**Days striving
together**



Gender 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. However our gender pay gap figures highlight that there is no room for complacency and there is still more we can do.

We’ve made significant investment in our data and technology to better serve our customers but this is an area where women are underrepresented and this has impacted our statistics. We continue to actively manage our talent pipeline and launched a programme to support female colleagues who will become the leaders of the future. 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



Gender

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

Male and female colleagues receiving bonuses



88.4%
(95.7% in 2021)



88.9%
(96.4% in 2021)

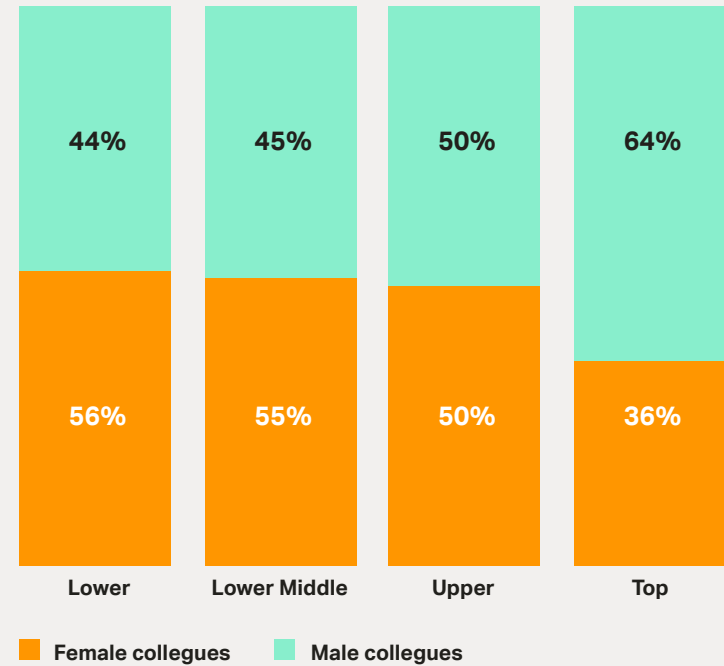
Our data

We have used a snapshot date of 5th April 2022 and note that our data represents all 6,013 colleagues across our UK businesses at that point.

Gender	Mean		Median	
	2022	2021	2022	2021
Hourly Gap	13.8%	14.4%	6.5%	6.7%
Bonus Gap	28.4%	25.7%	35.9%	23.3%

Mean pay gap is the difference in average hourly and bonus pay between male and female colleagues. Median pay gap is the difference between the midpoint in the ranges of hourly and bonus pay.

Proportion of male and female colleagues in each pay quartile %





Our gender 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. Our gender pay gap reflects the fact that we currently have more male colleagues employed in higher paid roles (64/36), which is an improvement of 1% in comparison to 2022. The majority of our people exist within the first three pay quartiles, where we see greater balance between our male and female colleagues.



Investing in talent

We continue to invest in our data and technological capabilities to better serve our customers and are hiring more people to work in these functions. We recognise the challenge of recruiting female talent into IT and technical roles, and the impact it has on our gender pay gap. This is most notable in the top quartile.

We are actively managing the diversity of our talent pipeline, launching our Get Discovered programme, 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.

In 2018, we committed to reaching 40% female representation at executive level roles by 2023. We are ahead of schedule to achieve this target with representation at 45%.

We have a 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.

In 2022, Admiral UK partnered with Women in Data, an organisation aiming to increase the number of women pursuing careers in data. This partnership will help us to develop our data capabilities and ensure that Admiral is recognised as a company where anyone working with data can thrive. Admiral's Data Academy has been embracing equality and partnership by celebrating, educating, and connecting our Data community to support and encourage Women across data and tech roles.

We recognise the importance of role modelling and support PWC's TechSheCan charter which seeks to encourage everyone to participate in emerging technologies. In addition to offering internships and work experience programmes, we showcase the contributions of our female colleagues both internally and externally and work with local schools and universities to inspire female students to consider careers in technology.



94% of colleagues believe that Admiral treats people fairly regardless of their gender (Great Place to Work).



3rd Best Workplace for Women in the UK at the 2022 Great Place to Work.

Our community

Supporting our community has always been a key part of our culture at Admiral and we're particularly interested in helping more people to look after their futures. We have partnered with Code First Girls, whose passion and determination to create opportunities for more women to get into technology-related roles aligns with our own values.

We believe that creating an inclusive workplace leads to greater diversity which is why we previously signed several pledges such as the Menopause Pledge, Endometriosis Friendly Employer.

Female leadership

We are one of the only FTSE 100 companies that has a female Group CEO, a female UK CEO and female Senior Independent Director. As a result, we have been recognised as the 4th best performing FTSE 100 companies for women on Boards by the FTSE Women Leaders Review (up 2 places from 2022).

Our aim is to close the gender pay gap, although we're pleased with our progress in the last 12 months, we recognise there is much more to do and are committed to continuing with the positive action we are taking towards closing our gap.