

Gender Pay Gap Report

2017

Introduction

“ At Cunningham Lindsey we welcome the Government action to address the gender pay gap.

We are committed to creating workplace diversity and we want everyone to be able to build a career with us.

We believe that everyone has talent and can make a valuable contribution, but we recognise the need for the insurance industry and our business to become more appealing to women. Specifically, we want to encourage women to embark on a career with us and also to stay within the profession and progress to senior roles.

We are reporting on the gender pay gap, but our approach to diversity includes colleagues of all backgrounds.

Equality and diversity allows us to draw on the contribution of everyone as we develop our business to meet the needs of our clients and their customers in the future. ”



David Pigot
Chief Executive Officer
Cunningham Lindsey UK & International
Global Head of MCL

What is the gender pay gap?

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Specific gender pay information:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

Our gender pay gap – 34.2%

Our gender pay gap figures are calculated in accordance with the Government Regulations and show the mean and median pay gap (based on hourly rates of pay at 5 April 2017).

When we analyse the data we find similarities with other organisations in the insurance industry.

Reasons for pay gap:

- Historically the loss adjusting profession has been viewed as a male occupation, combining as it does elements of building, surveying and insurance
- The shape of the business is changing and now attracts more women, but we still have fewer women in senior roles
- We are a flexible employer and as a result we have a greater proportion of women who work part-time or take career breaks

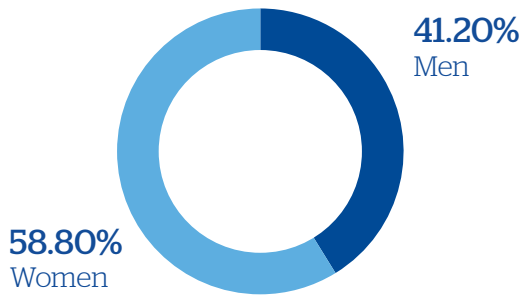
Gender pay gap

	Mean	Median
Hourly pay	34.2%	33.5%

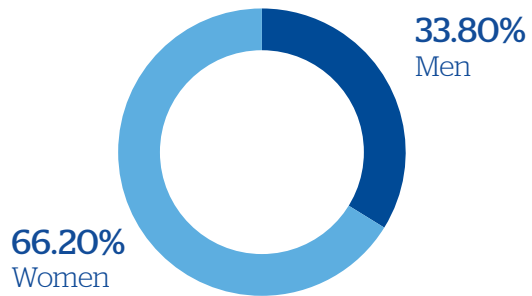
Our proportion of men and women in each pay quartile

■ Men ■ Women

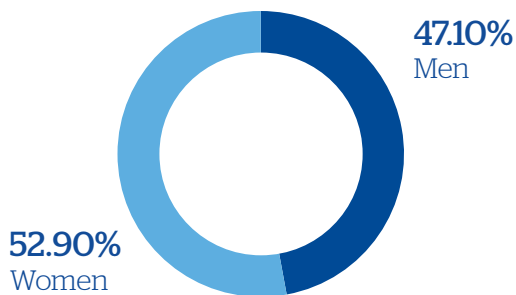
First quartile



Second quartile



Third quartile



Last quartile



Our gender bonus gap – 55.2%

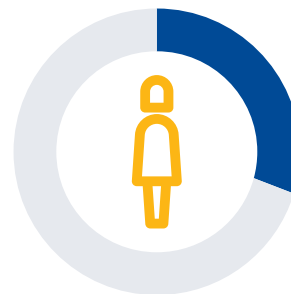
We have looked at the detail and the factors affecting the bonus gap are similar to those for the pay gap.

Reasons for the bonus gap:

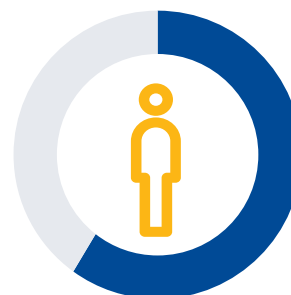
- The areas of the business featuring high numbers of women tend to be those where rewards are by overtime rather than bonus payments
- The historic shape of the business attracted more men into the senior technical and specialist roles, which would have been rewarded by the payment of bonuses
- The bonus gap is also affected by the higher number of women who work part-time or take career breaks

Gender bonus gap

	Mean	Median
Bonus	55.2%	40.0%



30.0%
Proportion of women receiving bonus payment



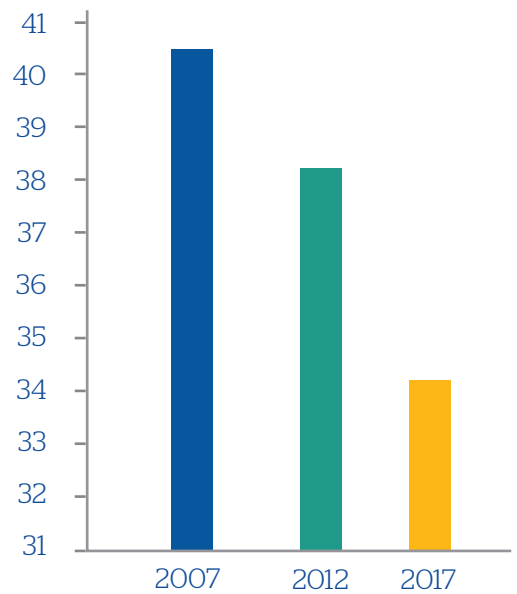
57.8%
Proportion of men receiving bonus payment

Closing the gap

Over the past 10 years we have been working to decrease the gender pay gap with some success.

- In the first and second pay quartiles women are a larger proportion of the overall. Over the past 10 years we have seen some progress with the percentage of women in the fourth quartile rising from 10.3% in 2007 to 15.9% in 2017 and in the third quartile from 45.0% to 52.9%
- Our proportions in the upper quartiles are similar to those in the rest of the insurance industry, but we realise that we still have a lot to do. We are committed to encouraging more women to progress to senior roles and to reducing the gender pay gap even further

Mean Salary Gap (Percentage)



What are we doing to address the gap?

We recognise that we need to do more to address the gender pay gap. Our challenge is that, like many others in the industry, we currently have a high proportion of women in junior roles and fewer women in senior, technical and management roles. We are committed to taking the right steps to encourage more women to progress to senior roles, although we recognise that this may take time to achieve.

Steps are already in place and we will continue to take action to help women reach the highest levels in Cunningham Lindsey. Here are some of the initiatives that are helping us to make progress:

- Our study support programme provides funding and learning support for employees of all levels who wish to study for professional qualifications and attain their career aspirations. The gender balance of employees supported by this scheme since January 2015 is 50/50. In addition, we have introduced an Apprenticeship programme and 75% of registered employees are female
- We have developed a wide range of flexible working practices and we encourage both male and female colleagues from all parts of the business to take advantage of these opportunities
- We regularly monitor our salaries to ensure fair pay
- We regularly review our recruitment practices to reduce bias
- We also intend to review our corporate documentation to make sure that it reflects our bias-free stance
- We intend to extend our successful women's networking meetings which, up until now, have been initiated and hosted in London by our FAS Global Director, to make sure that employees from our other offices in the UK have an opportunity to participate and benefit
- Our FAS Global Director has been a member of the Special Interest Group for women at the Chartered Institute of Loss Adjusters (CILA) since 2015 and this very important link will help us work with the Institute to make sure that we can attract more women into the profession

Statutory disclosure

Gender pay gap

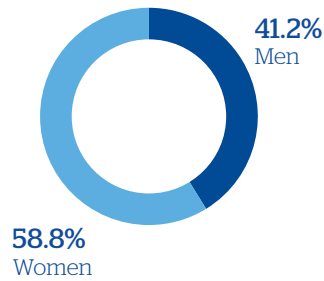
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Hourly pay	34.2%	33.5%

Gender bonus gap

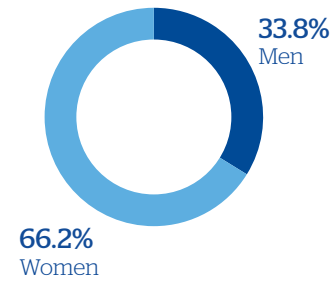
	Mean	Median
Bonus	55.2%	40.0%

Proportion of men and women in each pay quartile

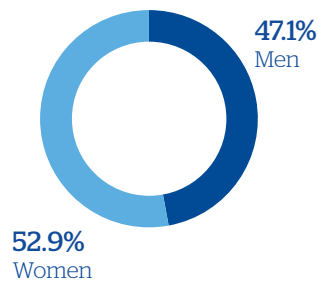
First quartile



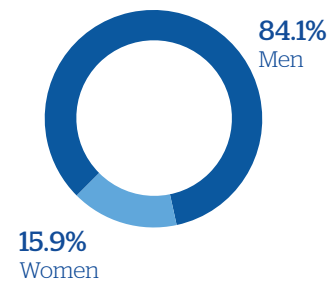
Second quartile



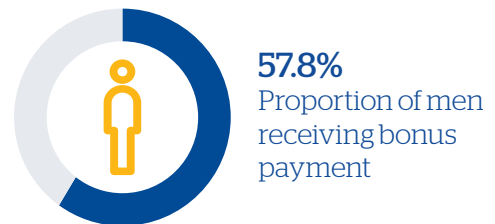
Third quartile



Last quartile



Proportion of men and women receiving a bonus



We confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

David Pigot - CEO,
Cunningham Lindsey UK & International
Global Head of MCL

Right people.

Right place.

Right time.

We are the world's leading provider of loss adjusting, claims management and risk solutions to insurers, brokers and corporate clients.