

Gender Pay Gap Report 2023



Moving in the right direction

At MS Amlin we are committed to creating an inclusive culture, building a workplace where all talent is welcomed, uniqueness is celebrated, and everyone has the opportunity to influence how the business works.

We know that there is still much for us to do to ensure our company is representative of the society we serve, and that our culture is one of true inclusion – but we are confident that the focus we have in this area is working and will continue to result in demonstrable improvements as shown in our 2023 results.

In our seventh UK gender pay gap report, with a snapshot date of 5 April 2023, we report an ongoing difference between the average pay and bonuses for men and women.

I am pleased to report that:

- Our gender pay gap for hourly pay has reduced for the sixth year running
- We are confident that we have equal pay for equal work. Our gender pay gap is driven by the demographics of the organisation, in that we have fewer women in the more senior roles which command the highest pay

The figures shown are for UK employees of MS Amlin Corporate Services, our principle employing entity in the UK.

Each individual business within that population has proactive inclusion and diversity action plans that are specific and relevant to their workforce, demographics, and business priorities, and which we are confident will drive continued progress.

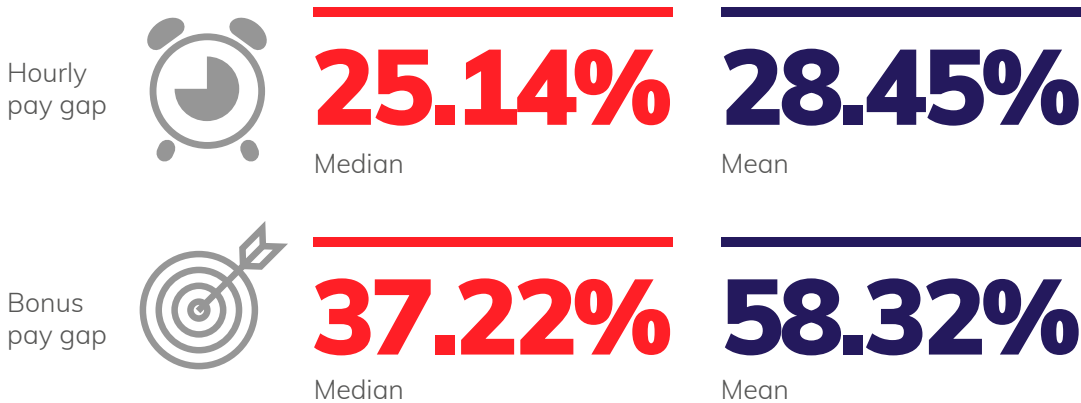
Our 2023 UK Gender Pay Gap

Figures in Detail

Hourly & bonus pay gap

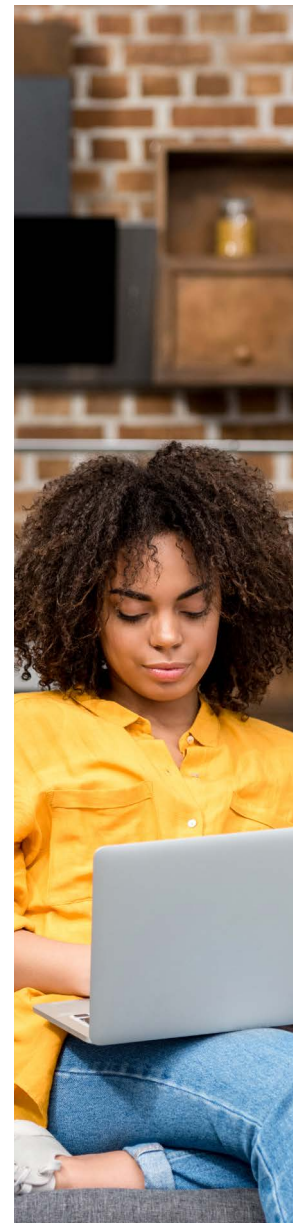
The figures below show our mean (the average of all male colleagues compared to the average of all female colleagues) and median (the mid-point of all male colleagues compared to the mid-point of all female colleagues) hourly gender pay gap and bonus gap.

Difference between men and women



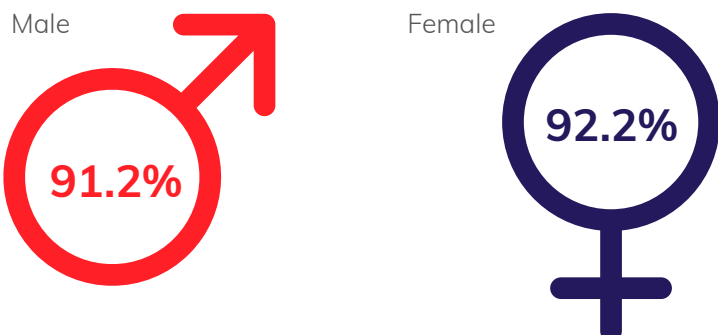
Our hourly pay gap numbers have improved for the sixth year in a row.

Our mean and median bonus pay gap have increased, however we recognise that bonus pay will vary from year to year as our incentives are based on both business and individual performance, which is reflected in the median bonus gap for 2023. As with our pay gaps our bonus gaps are principally driven by a higher proportion of women in junior roles and a higher proportion of men in senior roles.



Proportion of employees receiving a bonus

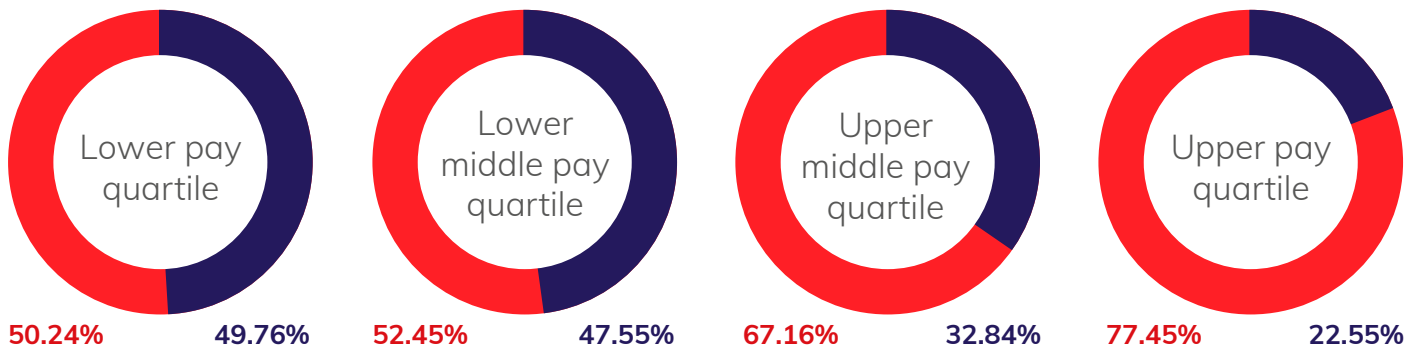
The percentage of male and female colleagues who received a bonus in the relevant period was:



Pay quartiles

The charts below show the percentage of men and women across four pay quartiles. They demonstrate that in 2023, as in previous years, there continues to be a high proportion of women in junior, lower-paying roles, and a higher proportion of men in senior roles, however the gap in the top quartile has continued to narrow.

● Male ● Female





Looking ahead

We continue in our commitment to building on the progress we've seen in the last seven years to reduce our Gender Pay Gap. It is key to our success that we create a truly diverse and inclusive organisation, recognising the value it brings to our people and our business.

Declaration



I confirm that the MS Amlin Gender Pay Gap calculations featured in the above report are accurate.

Kate Phipps
Chief People Officer

MS Amlin
The Leadenhall Building
122 Leadenhall Street
London EC3V 4AG
Tel: +44 (0)20 7746 1000
[msamlin.com](https://www.msamlin.com)