

MRSG UK Services Limited

Gender pay report 2020

This is the first year MRSG UK Services Limited ('MRSGUKS') has prepared and reported gender pay figures since the UK Government introduced in 2017 a requirement for employers with 250 or more employees to report annually on their gender pay gap.

We are now at a size where we can draw valuable conclusions from our data and it has given us a fresh insight into our organisation, and what areas we need to improve in order to achieve our diversity and inclusion objectives.

At MRSGUKS, we are passionate about having a diverse workplace that is representative of a range of different people, which is one of the reasons why we fully support the gender pay gap legislation in the UK. We are committed to fostering a culture and environment of equality, where all employees can have the opportunity to realise their respective full potential.

What is the gender pay gap?

The gender pay gap shows the difference in the average hourly pay between all men and women across a whole workforce.

Please note that it is not the same as Equal Pay which is about ensuring men and women are paid the same for carrying out the same jobs (doing work of equal value).

Employers can have a gender pay gap without having equal pay gap issues. There are a number of drivers of pay differences that may mean people who have the same job receive different pay; for example, experience, tenure, and geographic location.

At MRSGUKS, we are confident that we meet our Equal Pay obligations. We regularly review our pay levels and practices to ensure that women and men are paid equally for doing equivalent jobs.

Our employee demographics

MRSGUKS' combined demographic at the point of reporting:



MRSGUKS has several employees, including Executive members, working part-time:



Gender pay gap 2020

We support the publication of the gender pay gap, and we believe this is a very important step forward to explore underlying issues and make improvements to address this gap.

What are we required to report on?

Mean and median hourly pay gap (%) - difference between male and female as proportion of male value

Mean and median bonus pay gap (%) - difference between male and female as proportion of male value

Quartile pay bands (%) - difference between male and female as proportion of male value

Percentage receiving a bonus (%) - proportion of male and female relevant employees who received bonus pay

Gender pay gap results

This report outlines our gender pay gap figures for the 12-month period ending 5th April 2020 and provides an update on our strategies to close the gap.

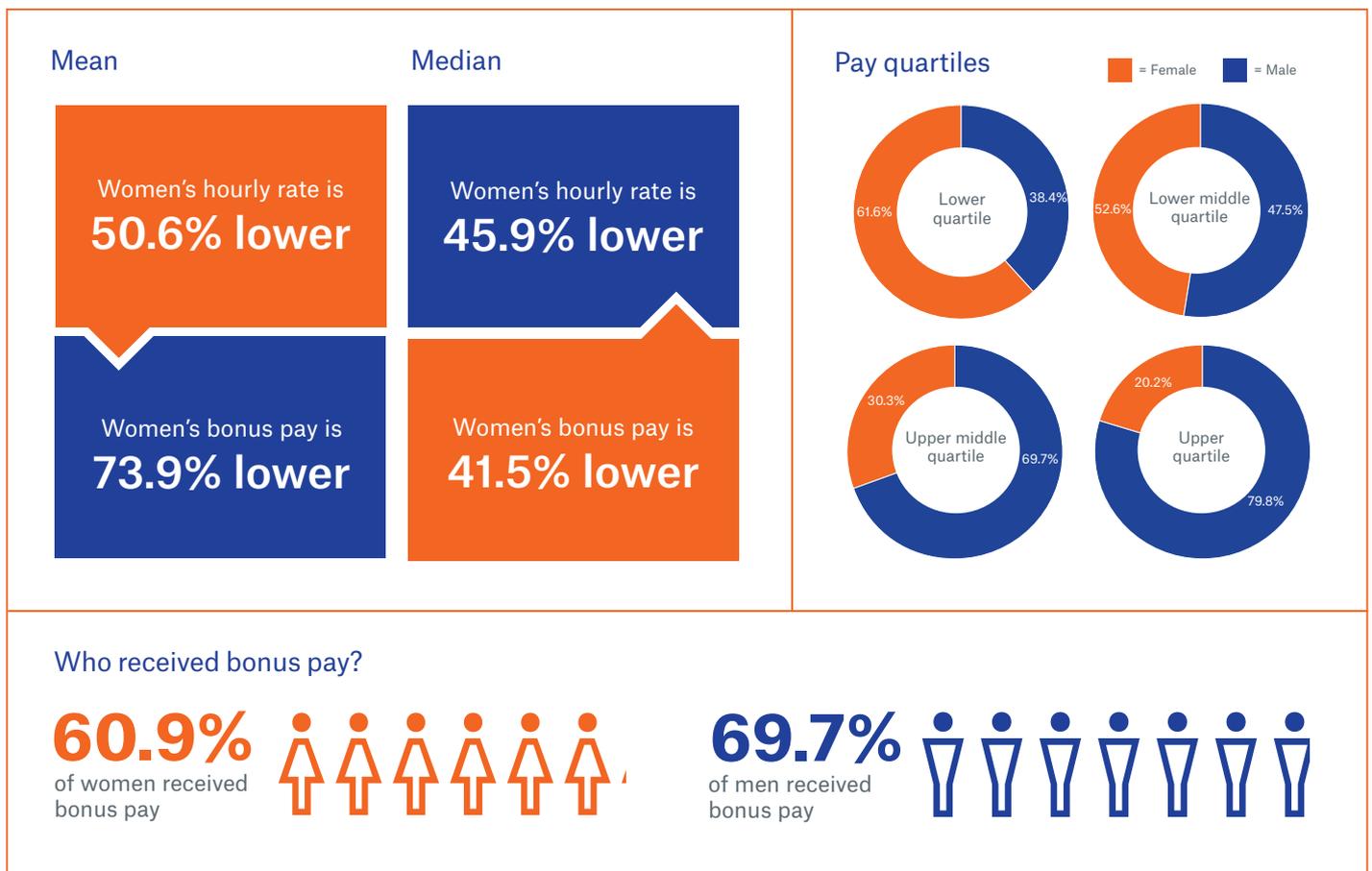
The gender pay calculations used in this report include payroll consolidated data across our Company and is based on hourly rates of pay within the snapshot date; i.e., 5th April 2020 and any bonuses paid in the 12-month period in scope.

The overall gender pay gap as of 5th April 2020 at MRSGUKS is:

50.6% mean pay gap, which is the difference between the average hourly pay rates of men and women

45.9% median pay gap, which is the difference between the median hourly pay rates of men and women.

The above results reflect that we have proportionally more men in senior positions, and since pay and bonus are higher for senior positions it means that the average pay for men across our Company is higher than for women.



What are we doing to address the gender pay gap?

Having identified these figures, we are now committed to work towards narrowing our gender pay gap, and we want to create an inclusive organisation that appeals to the best people.

This will not happen overnight, and it will take a long-term commitment to significantly change the structure of our workforce and see these effects materialise within our figures. However, it is important that we take action now to ensure equal opportunity for men and women across our business and within the insurance industry.

For 2021, we are looking to commit to:

1. Make diversity & inclusion part of our DNA

We want to ensure that inclusion is kept at the heart of all decisions that are made.

Diversity and inclusion are the practice or policy of providing equal access to opportunities and resources to all groups of people. You may agree that although we all have distinct differences, our ultimate needs and wants are the same, which are to be welcomed, respected, valued, and heard.

Diversity & Inclusion is a priority within our organisation, and we have identified three main pillars for how we will approach our strategy:

1. Gender
2. Race and Ethnicity
3. Wider Inclusion

Discussions on our Diversity & Inclusion approach are under way, and more will be published in due course; however, some resources have been made available via our Company's intranet to help educate us all on this topic in the meantime.

Leaders will also undergo training on key behaviours we must encourage to ensure we achieve our Diversity & Inclusion strategy.

2. Increased learning & development

Online trainings that highlight the importance of inclusion in the workplace, and how to recognise and manage unconscious bias in recruitment and beyond.

3. Re-evaluate recruitment processes

We will review our end-to-end recruitment processes to ensure that we are maximising the breadth of our potential talent pool and mitigating risks of unconscious bias.

4. Identify and develop a pipeline of more female leaders

We are committed to creating an environment to encourage women to move into more senior positions and developing aspiring female leaders. This will not yield overnight changes to the gender pay gap but is critical to our long-term plans.

5. Succession planning

We will plan for a future of diverse leaders and encourage an inclusive approach to succession planning, with development plans that provide equal opportunities and encourage diversity.

6. Remuneration reviews

Effective 1st January 2020, MRSGUKS announced, in conjunction with its parent Munich Re, a new annual profit share scheme to replace previous existing bonus plans. All employees are eligible to receive a profit share related bonus each year, lined to the overall financial performance of the Munich Re Group. This new approach to the bonus scheme is inclusive for all employees, removing the possibility of management discretion or potential bias, unconscious or otherwise for bonus scheme participation. We expect this change will have a positive impact within our gender pay figures from 2021 onward.

7. Future of work

In 2021, MRSGUKS initiated a project to look at the "Future of Work, Workplace and Workforce @ MRSG". This project will look at providing flexibility for all employees to work in a way that is the most appropriate for them. As part of this initiative, we will also review our current benefit offerings, including family friendly policies.

Declaration: We confirm that the gender pay gap calculations for MRSGUKS are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alison Maxwell, Director MRSL



Christopher Simson, Director MRSGUKS

