



Gender pay gap reporting

Ed Broking LLP
inc. Ed Broking Holdings (London) Ltd

Results as at 5 April 2020

Ed.

Gender Pay Gap report: 2021

What is the Gender Pay Gap?

Reporting the Gender Pay Gap was introduced by the UK Government in April 2017. As Ed UK have over 250 employees we have reported our Gender Pay Gap figures each year, however due to Covid-19 and the unknown effects on companies and recruitment, this process was postponed for April 2020.

As we know, the objective is to shine a light on the pay regarding gender differentials and encourage organisations to identify the causes and put into action the steps to rectify their gender pay gaps.

The gender pay gap is a measure of the difference between the average earnings of men and women across the company. It is not the same as equal pay. Equal pay relates to men and women being paid equally, for equal work and is a legal requirement in the UK.

In line with the governments reporting requirements, these results are for Ed Broking UK as at 05 April 2020.

We have also taken the decision to include the steps we took in 2019 to reduce our gender pay gap overtime, despite being unable to report our figures for that year.

Gender Pay Gap Report: 2021

Gap in hourly pay

43%

51%

Mean

Median

Change in gap vs 2018

-3% from 2018 (decreased)

Change in gap vs 2018

+7% from 2018 (increased)

Gender Pay Gap Report: 2021

Bonus paid in 2020 for 2019 performance

63%

60%

Mean

Median

Change in gap vs 2018

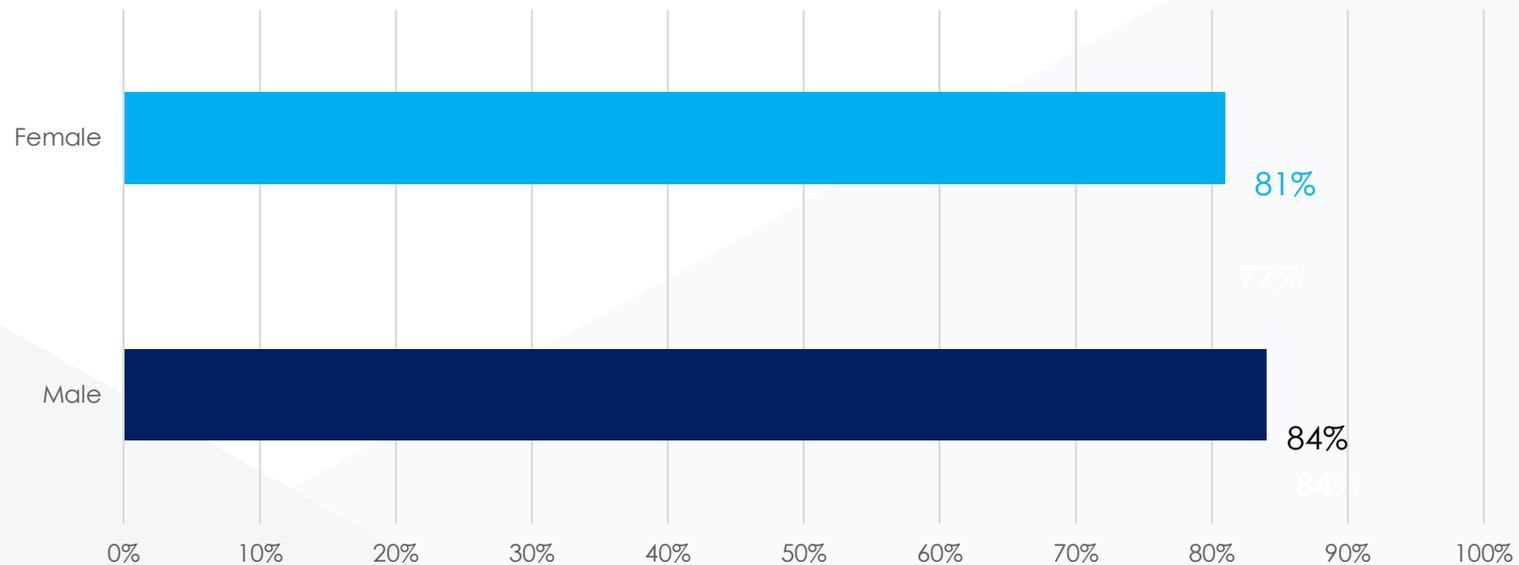
-21% from 2018 (decreased)

Change in gap vs 2018

+7% from 2018 (increased)

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Proportion of males and females receiving a bonus in 2020



Female change in gap vs 2018

+4% from 2018 (increased)

Male change in gap vs 2018

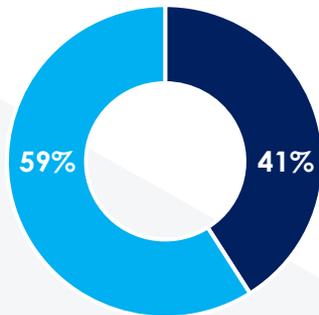
0% from 2018 (stayed the same)

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Proportion of males and females by pay quartile

This is the distribution of male and female employees in four quartile pay bands.

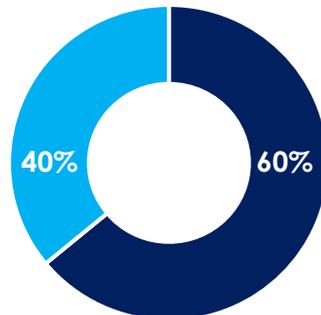
Lower Quartile (Q4) gender distribution



■ Male ■ Female

48% 52%

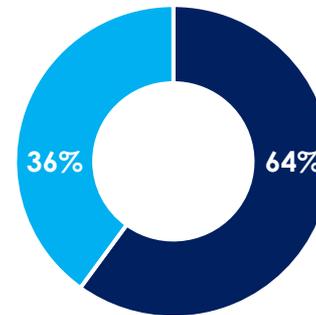
Lower Middle Quartile (Q3) gender distribution



■ Male ■ Female

50% 50%

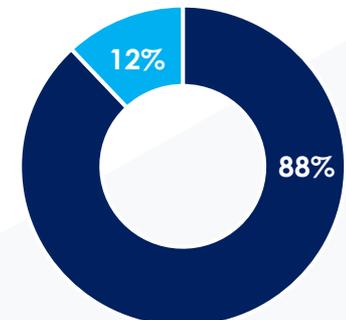
Upper Middle Quartile (Q2) gender distribution



■ Male ■ Female

68% 32%

Upper Quartile (Q1) gender distribution



■ Male ■ Female

90% 10%

2018 figures

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What do the 2020 results tell us?

- There has been a small decrease in our mean gender pay gap from 46% to 43%
- Although small, it is a move in the right direction. This decrease is mainly due to the efforts made to bring more representation via the screening and recruitment process and internal promotions process.
- The median has increased from 44% to 51%. This increase is due to hiring 91 males over 2019 and 2020.
- Female representation has increased in 3 of our pay quartiles.
- In the upper quartile (Q1) the difference from 10% to 12% is due to the hiring of 5 senior females.
- The increase in female representation across Q1, Q3 and Q4 is an indication that initiatives implemented over the past two years are starting to have a positive impact.
- The female split in Q3 has decreased from 50% to 40%. This will be given some more focus in 2021 to understand the specific dynamics of that quartile in more detail and how we can increase female representation within this quartile.

We previously determined that Ed does not have an equal pay issue, however there is a clear gender pay gap due to the fact we have a lower representation of females in senior level roles and a higher proportion of males in broking roles, **both of which we want to improve on.**

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Bonus pay gap: What do the 2020 results tell us?

- There has been a large decrease in the average mean bonus gap from 84% to 63% and the median bonus gap from 67% to 60%.
- Although there has been a decrease in both, the percentages are still high. This is because our bonus awards are determined by the type of role and level in the company. The bonus gap is primarily driven by the larger bonus percentages applied to our production and broking roles. The data shows us there is still a larger representation of males, in these roles, across the Company. There are still more males in senior roles which impacts the bonus gap.
- There is an increase in the number of female employees receiving a bonus in 2020 compared to 2018.
- The number of females receiving a bonus has increased from 77% to 81%. The number of males receiving a bonus has stayed the same.
- We can only include pro-rated bonus for colleagues who work reduced hours. There is a larger proportion of female colleagues that choose to work reduced hours in comparison to males. We are supportive of colleagues working flexibly and those that choose to work reduced hours if it suits their lifestyle. However, this has an impact on our bonus gap as employees received a pro-rated bonus to reflect the reduced hours they work.



Gender Pay Gap Report: 2021

Closing the gap

What we achieved in 2019 and 2020

1. Susanne Lehning was appointed Head of Technical Account Management and Amy Meader was appointed Deputy Head of Technical Account Management, two new senior roles.
2. We rolled out Behaviour in the Workplace training across the whole company to further educate our employees and improve workplace culture, with a focus on inclusive behaviours.
3. Within the 2019 and 2020 annual promotions processes there were 15 promotions, 6 of which were females.
4. In summer 2019 the Inclusion & Diversity Committee created a Work Experience Programme via Pathways to introduce school leavers to the Insurance industry. Of the ten attendees, six were female and four were male.
5. We further enhanced our Family Friendly Benefits. Employees returning from Family Friendly Leave can now choose to have a £500 contribution to monthly nursery fees OR baby classes, OR have their season ticket paid for in their first year after returning to work. We also introduced a buddy system for returning employees to ensure they feel supported and reduced working hours to allow employees to spend more time with their new family member whilst getting used to the work / home juggle.
6. As promised as part of the 2019 report, we created a benefits leaflet and enhanced the intranet page in order to improve communication with existing and prospective employees about the good work we have carried out and benefits we already have in place, to help us retain and attract talent.
7. Sarah Benjamin was appointed Head of Claims – one of two newly created roles to ensure the Claims teams now cover the whole business and operate in a consistent manner within each Division.

Continued overleaf

Gender Pay Gap Report: 2021

Closing the gap

What we achieved in 2019 and 2020: Continued

8. We continue to focus on hiring Trainee's with no experience into our business to expand our pool of talent. In 2019 and 2020 Ed hired 21 Trainee's – 12 males and 9 females – and continue to support them through their Apprenticeship Scheme and onto their ACII if they wish.
9. Between April 2018 and March 2020, 12% of all hires into the business were senior women. However, across the Company 52% of all new hires were women.
10. We have further improved our Enhanced Maternity Leave, Enhanced Shared Parental Leave and Enhanced Adoption Leave policies to pay 100% salary for 16 weeks. This is now in line with BGC Inc.
11. Since degenderising our Family Friendly Leave policies we have had two employees take up Shared Parental Leave and will continue to promote this going forward.

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Closing the gap

What we said in 2019/20 we would focus on...

Recruitment – Enhancing our recruitment processes by carrying out the following:

- Use our corporate subscription to the Clear Company portal to ensure our processes and procedures are updated to be inclusive and training to be provided to all hiring managers.
- It would become mandatory for HR to be involved in hiring for specific roles from the very beginning of the process to ensure we continue to support a diverse pool of candidates through to hiring.

Mentoring – Refreshing the current scheme to ensure all senior females and high potential employees have an internal and/or external mentor at all levels.

Unfortunately due to the impact of the Covid-19 pandemic on our business we have made progress with these initiatives but we have not been able to complete them in full.

However they remain very important to us and continue to form part of our 'Closing the Gap' roadmap. We are looking to complete implementation in the near future.

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Closing the gap

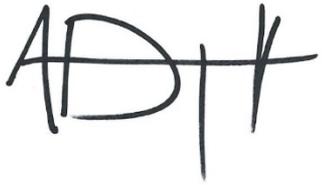
Going forward into 2021 and beyond

1. Returnship programme – We will aim to implement a programme designed to help returning colleagues from long periods of absence / Family Friendly Leave, or look to hire prospective employees who have taken career breaks. This will be in conjunction to us providing Return to Work Buddies and our Return to Work Benefits to further support employees.
2. Inclusion & diversity training – We want to engage with and educate employees about the changing workplace and the impact of office culture on creating a diverse and inclusive culture and will continue to roll out training, on a regular basis, to keep up with the everchanging times.
3. We will also look to undertake a new Inclusion & Diversity Survey to obtain feedback from employees and implement new initiatives based on the results and data provided.
4. Recruitment – We will leverage the I&D training to work with recruiting managers to drive hiring of Senior females into our business including Producers and Brokers via direct conversations, Social Media platforms and knowledge sharing.

Gender Pay Gap Report: 2021

Declaration

I confirm the gender pay gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'ADIT', with a horizontal line crossing through the middle of the letters.

Andrew Draycott
Chief Executive Officer
Ed Broking LLP

www.edbroking.com

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