

GENDER PAY GAP

2018

insure
the
box

“ Our organisation is transforming as we realise our ambition to lead the way in Connected Mobility protection by putting our customers at the heart of what we do using data and insight.

We're doing this through a culture that draws on the richness of our collective experiences – reflected by people from all genders, races, religions, sexual orientations, ages and backgrounds. We capitalise on what is unique about our people and by accessing, recruiting and developing talent from the broadest possible pool to create a truly connected community.

Our customers expect the highest standards for our people and we expect the same when it comes to inclusion. To drive ethical, inclusive and community conscious practices, we treat everyone as equals, ensuring colleagues at all levels help support our position on equality and inclusion. Please read on to see our results and also how we continue to achieve a better balance. ”

ANDY PREACHER
Group Head of People & Culture UK

insurethebox is the UK's largest telematics insurance provider with over 4.5 billion miles of driving data and associated claims. We have 373 employees across London and Newcastle.

our gender split



what is the gender pay gap?

In an attempt to increase awareness and improve pay equality, the UK Government introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees.*

One really important point is the distinction between the gender pay gap and equal pay.

- **Equal pay** deals with pay differences between men and women who carry out the same or similar jobs. This is something insurethebox regularly audits to ensure colleagues are treated fairly regardless of their gender.
- **The gender pay gap** shows the differences in the average pay between men and women, the causes of which in any business can vary enormously.

*Advisory, Conciliation and Arbitration Service and Government Equalities Office (2017) Gender pay gap reporting: overview

what is our Gender Pay Gap?

Reduced from 19% in the prior year
insurethebox **14.8%**

NATIONAL AVERAGE **18%**

FINANCE & INSURANCE **35.7%**

Office of National Statistics Report Released 25 October 2018

We've invested in technology to better analyse our diversity and development data and keep us on track to create a wholly inclusive environment.

Our data tells us that there are fewer women working in our better paid central shared services roles. Women in those teams are paid at an equivalent level to their male counterparts – there are just fewer of them.

key data

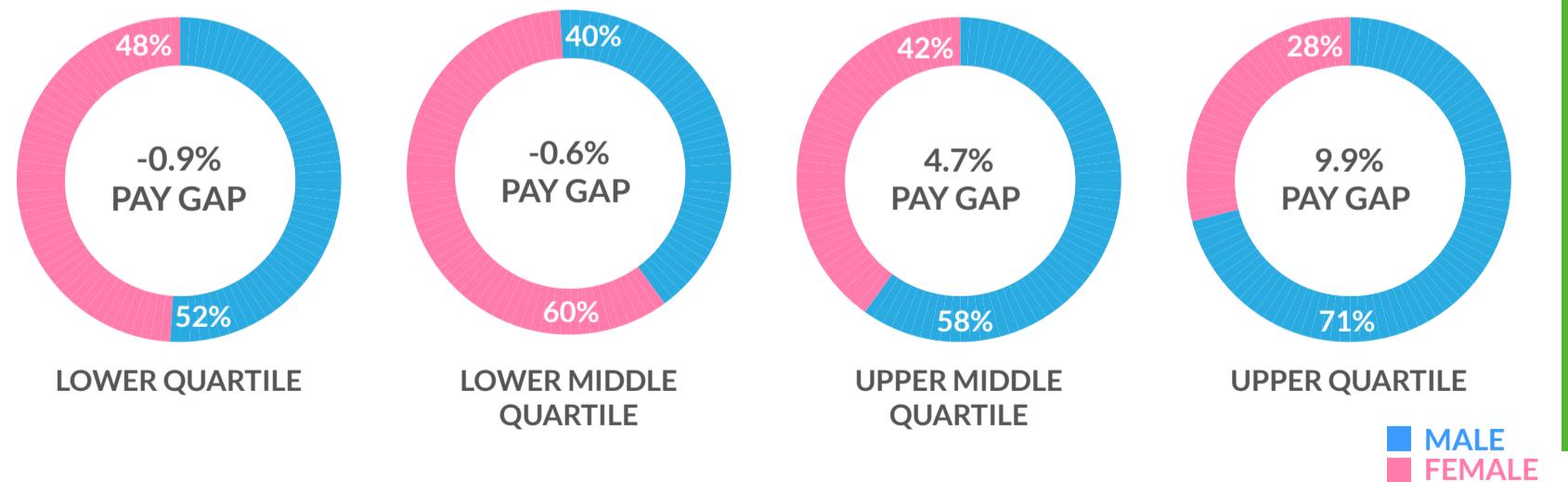
GENDER PAY GAP AND BONUSES PAID



STAFF AWARDED A BONUS



MALES/FEMALES IN EACH QUARTILE



OUR GENDER PAY GAP

why do we have a Gender Pay Gap?

There are a number of factors that can impact on Gender Pay Gap, including location and occupation.

With the Office for National Statistics reporting in 2018 a difference in average salary of over 40% between London and the North East, the geographical split between our London Head Office Functions and our Newcastle Operations Contact Centre has an obvious impact.

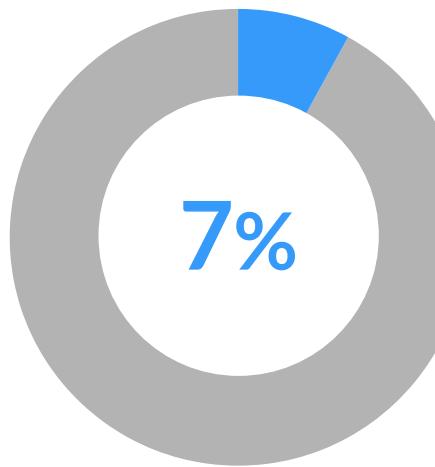
We believe our key issue is one of sectoral representation, not pay.

family friendly policies

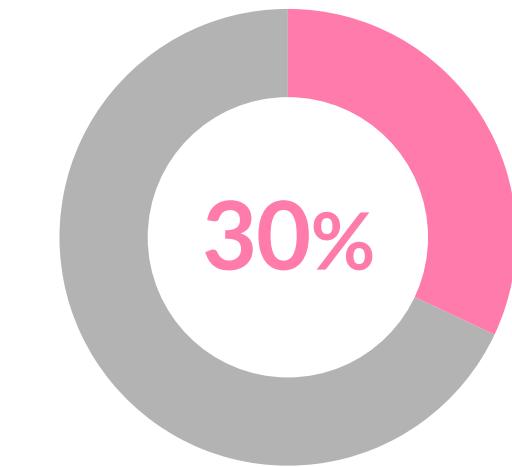
Our Enhanced Family Friendly policy offers men and women an equal opportunity to stay at home following the birth of a child – at exactly the same rate of enhanced pay.

flexible working

We support flexible working and job share options spanning all roles and levels. In 2018 37% of our employees were on some form of flexible working arrangement.



**13 out of 194
MALES**



**53 out of 175
FEMALES**

maternity support

KID days allow those on maternity to attend up to five paid development sessions during their family leave on topics such as paediatric first aid, healthy eating, recognising and living with post-natal depression and family finances. Over 30 colleagues attended in 2018.

In 2018 we brought in a new Organisational Development team which has won and been nominated for several awards related to career development work.

leadership

We recently launched an Unconscious Bias eLearning module that all leaders will complete to help better understand how their unconscious judgments may impact others around them. We are in the process of developing a group approach to mentoring which means we have a strong mix of role models who can support the aspirations of those looking to develop their skills or progress their careers.

our GEAR Framework

Our GEAR Framework, which was recently shortlisted for an Innovation in Development award, supports the development of colleagues across the organisation and allows colleagues to decide what works for them. This 'Step on, Step off' approach is centred on our people deciding when and how they engage with their development.

our Apprenticeship programme

Our Apprenticeship programme is currently supporting over 50 apprentices in career development including study for professional or vocational qualifications – these are offered throughout the year to make sure those on family leave or career breaks are included.

STEM

We anticipate a greater number of women completing STEM (Science, Technology, Engineering and Maths) work experience placements over the next year. We are exploring relationships with local schools and colleges to promote equal opportunities.



CREATING THE RIGHT ENVIRONMENT

having a say

Our colleagues' opinions are firmly at the centre of our People Strategy. By taking an "always-on" approach to measuring and improving employee engagement, we have created a true culture of listening.

Through our Employee Forum we ensure that colleagues at all levels have their views heard at the very top of the organisation. We treat everyone as equals, ensuring colleagues at all levels help to enforce our position on equality and inclusion.



collaborating with others

We are actively pursuing opportunities to work with partners who can help dispel some of the myths about working in insurance and more specifically, within occupations that may have traditionally been seen as male orientated.

One of our initiatives saw us take a group of our top performing female colleagues to the Women of Silicon Roundabout conference in London to see how they could learn from others and support us in doing things better.

A CULTURE OF LISTENING

“ I have been with insurethebox for nearly five years and from the day I started I always felt supported as an employee. Nearly three years into my employment I became pregnant with my first child, as exciting as this was for me from a personal point of view it was also quite daunting from a career perspective. I had the same concerns that I believe any new parent would have around my working hours and my child, but also around my future career progression. None of those concerns have become a reality and the same support I have always had has continued when I returned from maternity leave. I have been able to come back to work on hours that are suitable for my family and which have also allowed me to continue with my own professional development; all of which has resulted in a successful promotion to Head of Customer Service for our Newcastle operation within seven months of being back! ”

Kelly Wilkins, Head of Customer Service

“ As part of the Group Keep in Development Day training, I was invited to attend a course on Paediatric First Aid with other new parents. The course was brilliant. As well as learning about what I would do if my child choked, I learned how to dress a wound, treat a burn and conduct CPR. A few weeks after the course, I was out shopping with my son when some food became lodged in his throat. I was able to quickly apply the skills I had learned and dislodge the blockage. If it wasn't for the training I wouldn't have had a clue what to do. The course was very beneficial and really I'm very grateful to have this opportunity for myself and other new parents. ”

Emma Wall, Team Manager

“ I am currently working my way through the ILM Level 2 Diploma in Team Leading. This course has been teaching me the practical knowledge, skills and theory that will help me on my way to becoming a competent and confident leader of the future. Through this vocational qualification I have been able to put the theory that I am learning into everyday practice in my current role in the Collections department. Studying alongside your everyday duties is by far the best way to learn, in my opinion. The support I have received has been second to none. ”

Charlotte Campey, Credit Control Agent

“ I am studying a level 6 apprenticeship in Compliance and Risk, and I'm really happy with how insurethebox has identified and supported my development. I'm given the time I need to learn new skills and ideas. The apprenticeship has supported a recent promotion within the business. It has given me the confidence to take an active part in strategic decision making; something I would never have dreamed of previously. ”

Stephen Southern, Compliance Assurance Manager

“ GEAR demonstrates the Group's commitment to developing in-house leaders. To me, this shows that the Group is committed to more than just producing a profit but also to investing in its staff. ”

Neil Glazin, Financial and Reinsurance Technical Accountant

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