

AMWINS™

GLOBAL RISKS

UK Gender Pay Gap Report 2021





Introduction

As the newly appointed CEO for Amwins Global Risks, I am passionate about supporting the development and progression of women in our business.

We've built a workplace where talent, collaboration and inclusivity are valued, and our commitment to diversity, equity and inclusion helps cultivate an open, welcoming place to work where everyone can be themselves.

We remain committed to engaging and developing women at all levels, but we still have significantly more men than women in senior roles and that continues to influence our gender pay gap. There are great opportunities for talented people in our business, and my ambition is to be active in making Amwins Global Risks a more diverse and inclusive place to work. I believe that if we get the culture right, talented people will want to work with us.

While it is disappointing that our mean gender pay gap was widened this year, I'm encouraged that the percentage of women moving into our upper pay quartile has continued to rise slightly, demonstrating that we are creating opportunities for women to progress and be represented at our most senior levels.

There is no quick fix to addressing the gender imbalance we currently have. It will take time for us to do things the right way and level the playing field. I'm committed and determined to continue our work and make meaningful progress.



Nate Mathis

CEO, Amwins Global Risks
President, Amwins International division

Statutory Disclosure: I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

Our Gender Pay Gap

Gender Gap	2020 MEAN	2020 MEDIAN	2021 MEAN	2021 MEDIAN
Hourly Fixed Pay	43.3%	41.2%	49.7%	41.0%
Bonus Paid	74.1%	66.0%	69.3%	58.3%

The gender pay gap measures the difference between the mean or median hourly rate of pay and bonuses that male and female employees receive. It should not be confused with unequal pay, which is the unlawful practice of paying men and women differently where they carry out the same jobs, similar jobs or work of equal value.

A gender pay gap is influenced by the distribution of male and female employees across an organisation. A higher proportion of men in senior posts, combined with a higher proportion of women in less senior posts, will typically drive a gender pay gap within an organisation.

Bonus Eligibility

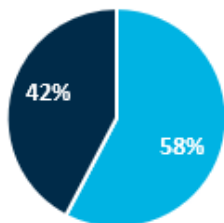


We took bonus payment data from the 12 months to 5 April 2021 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. While 72.7% of men and 72.1% of women received a bonus during the year, the bonus gap decreased this year. The bonus gap reflects that we have more senior men in broking and business production roles, where the potential to earn a large bonus is greater.

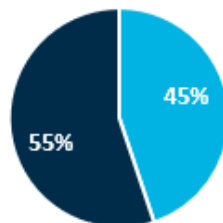


Gender Representation by Pay Quartile

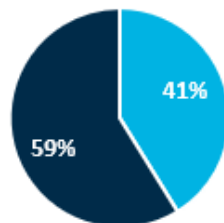
Lower Quartile



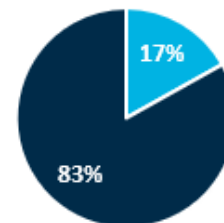
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



This year's report shows we have strong female representation at the entry level and that our efforts to attract women into are business are paying off. While the proportion of men to women in the Lower and Upper Middle Quartiles are reasonably balanced, we are pleased to see the number of women moving into the Upper Pay Quartile has increased slightly from 15% last year to 17%. While the increase is small, it is in the right direction.

We've continued to invest in our learning and development programmes which have focused on personal development, building relationships and professional networks with colleagues. The first Amwins Women In Leadership Programme kicked off in 2021 to prepare women for leadership roles and continued advancement at Amwins. It offers opportunities for women to build a more effective network and provides extensive one on one coaching and mentoring to help women strengthen skills that may need development.

We continued to work with external organisations, such as the Insurance Supper Club and Inclusive Employers to provide networking and mentoring opportunities for our women and to educate our employees on best practice.

We have also developed our relationship with the Insurance Industry Charity Foundation, an organisation that advances education and social mobility and which has helped change the lives of more than 5,000 vulnerable and disadvantaged people across the country.

We are extremely proud of the countless hours – and money – our employees have donated over the past year. When we launched Summer of Service, we knew our employees would embrace the spirit of giving. What we didn't know was how far it would take us. Our Young Professionals have driven our participation in community projects and continually seek ways of giving their time to support local communities and causes.

The strength and resilience of our people enabled us to rise to the challenges during the pandemic. Throughout the year, we expanded the visibility of our health and wellbeing services to keep our employees safe, fit and healthy. This focus has been at the heart of the development of progressive workplace policies and benefits, ensuring we are recognised as an attractive, supportive and inclusive place to work.

Our Young Professionals Network has created lots of positive action. We've held leadership listening sessions to hear from our younger employees. They explained what's important to them; improving career progression, influencing diversity and inclusion learning. The YPN have hosted inclusive events, participated in global round tables, networked with their global peers across the Amwins group and are providing regular feedback to our leadership team.

Our long-term goal is to reduce our gender pay gap through improving the gender balance across all job levels. To achieve this goal, we have committed to:

- improve levels of diversity by recruiting more diverse employees, ensuring our recruitment processes create diverse shortlists;
- Build a culture and create a working environment where everyone can develop and succeed, regardless of their identity;
- Educate our employees, raising awareness about the importance of a diverse and inclusive workplace; and
- Being known as a company that is fully committed to building and sustaining an inclusive culture.



GLOBAL RISKS

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