

Gender Pay Gap Report 2022



Moving in the right direction

At MS Amlin we are committed to creating a more inclusive culture and, over the last four years, we have focused on building a greater understanding of the current make-up of our population so that we can create specific and relevant inclusion initiatives.

There is still a lot for us to do at MS Amlin 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 2022 results.

In our sixth UK gender pay gap report, with a snapshot date of 5 April 2022, 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 fifth year running
- The mean bonus pay gap (average of men vs average of women) has also reduced for the fifth year in a row
- 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

Changing the demographic composition of our most senior roles is a slow process, as senior vacancies do not come up often. However, as we reported last year we are committed to creating diverse long lists for senior vacancies.

In addition to our focus on talent attraction we will continue to apply a gender lens to 2023 talent inventories and succession planning. This is aimed at ensuring greater retention of women at all levels of the organisation, and will inform bespoke development for those women as appropriate.

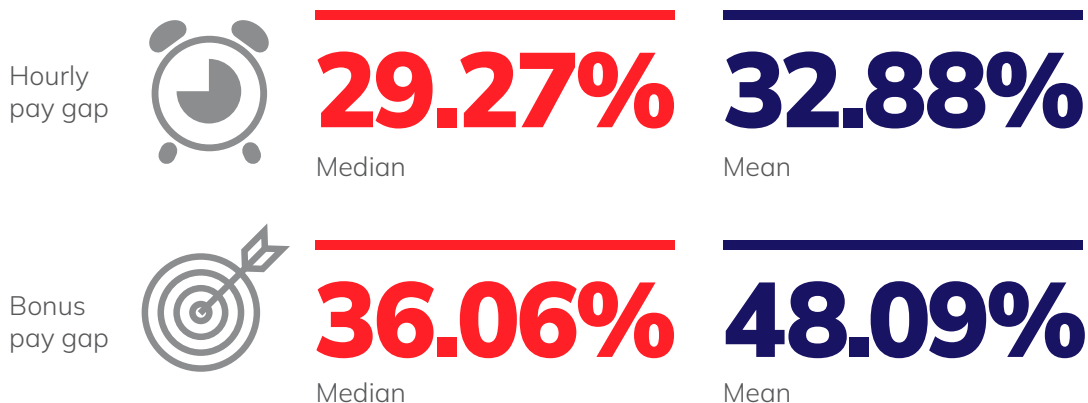
Our 2022 UK Gender Pay Gap

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 fifth year in a row, and the mean bonus pay gap decreased again in 2022.

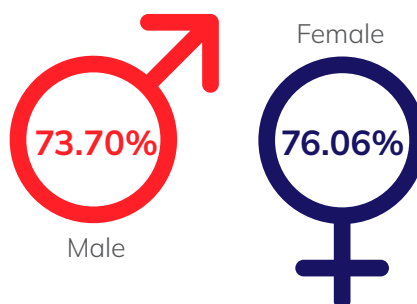
However, we recognise that bonus pay will vary from year to year as our incentives are based on business and individual performance, which is reflected in the median bonus gap for 2022.

The figures shown above are for UK employees of MS Amlin Corporate Services, MS Amlin's principal employing entity in the UK.



Proportion of employees receiving a bonus

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

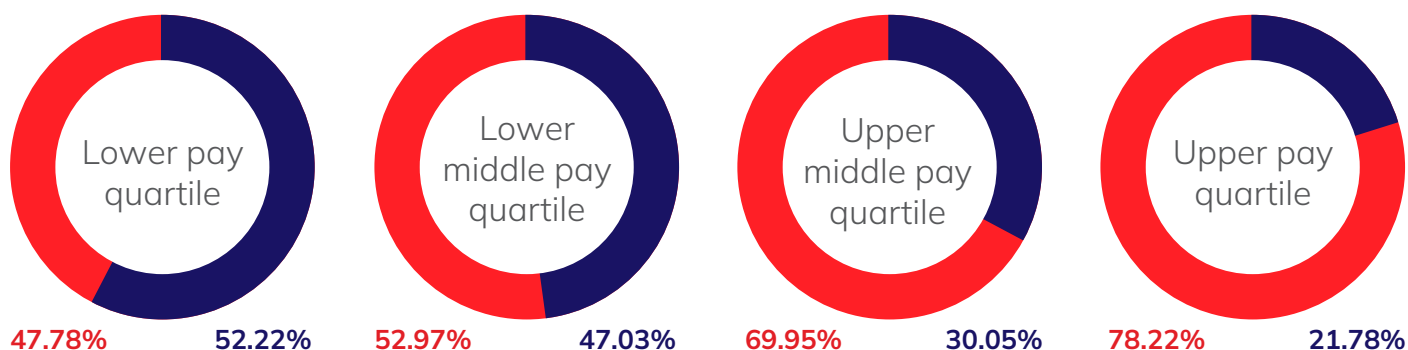


Our pay and bonus gaps are principally driven by a higher proportion of women in junior roles and a higher proportion of men in senior roles.

Pay quartiles

The charts below show the percentage of men and women across four pay quartiles. They demonstrate that in 2022, 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 five 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.

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Chief People Officer

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