



Gender pay gap report 2021





At Allianz, we want to be recognised as a leader in diversity and inclusion. We're committed to gender equality and it's a commitment we want to be held accountable for.

The past year has given us an opportunity to offer colleagues more flexibility in terms of the way we work, helping us to achieve our goals whilst doing what's right for our customers, our business and each other.

This has included continuing to pay our people as normal, giving them flexibility to balance work with the care demands they may have outside of work, as well as offering a range of webinars and resources to support them.

We've also achieved EDGE (Economic Dividends for Gender Equality) certification on both a local and global scale as part of our Equal Pay journey

and commitment to being recognised as a leader in diversity and inclusion in the workplace.

Giving our colleagues flexibility in the way they work is simply the right thing to do. It offers greater opportunities to those who may not be able to commit to what were previously considered traditional working hours. However, this has increased the proportion of women working in some lower paid, junior positions.

We know we can't fix the Gender Pay Gap overnight, but we're taking action to address this and encouraging greater balance within our organisation.



Our gender pay gap report



This is our fifth Gender Pay Gap Report where we share our numbers against the key Government measures.

Over this period we've seen the mean and median hourly and bonus pay gaps continue to decrease.

Overall mean pay

The difference between the average hourly earnings of men and women.

16.5%

16.7% 2020

18.4% 2019

Overall median pay

The difference between the midpoints in the ranges of hourly earnings of men and women.

19.4%

23.1% 2020

23.1% 2019

Bonus pay

Our Mean Bonus Pay Gap has **decreased slightly from 37.2% to 35%**, but our **overall median bonus has reduced from 27.9% to 21.3%**. A few things have contributed to this change:

- Each employee received a one-time Christmas bonus, as well as a free Allianz share - a thank you for their hard work and commitment, supporting our customers during the pandemic.
- A change to the bonus rules and how we calculate the bonus for employees on maternity leave.



Mean bonus pay gap

35%

down from 37.2%

Overall median bonus

21.3%

down from 27.9%

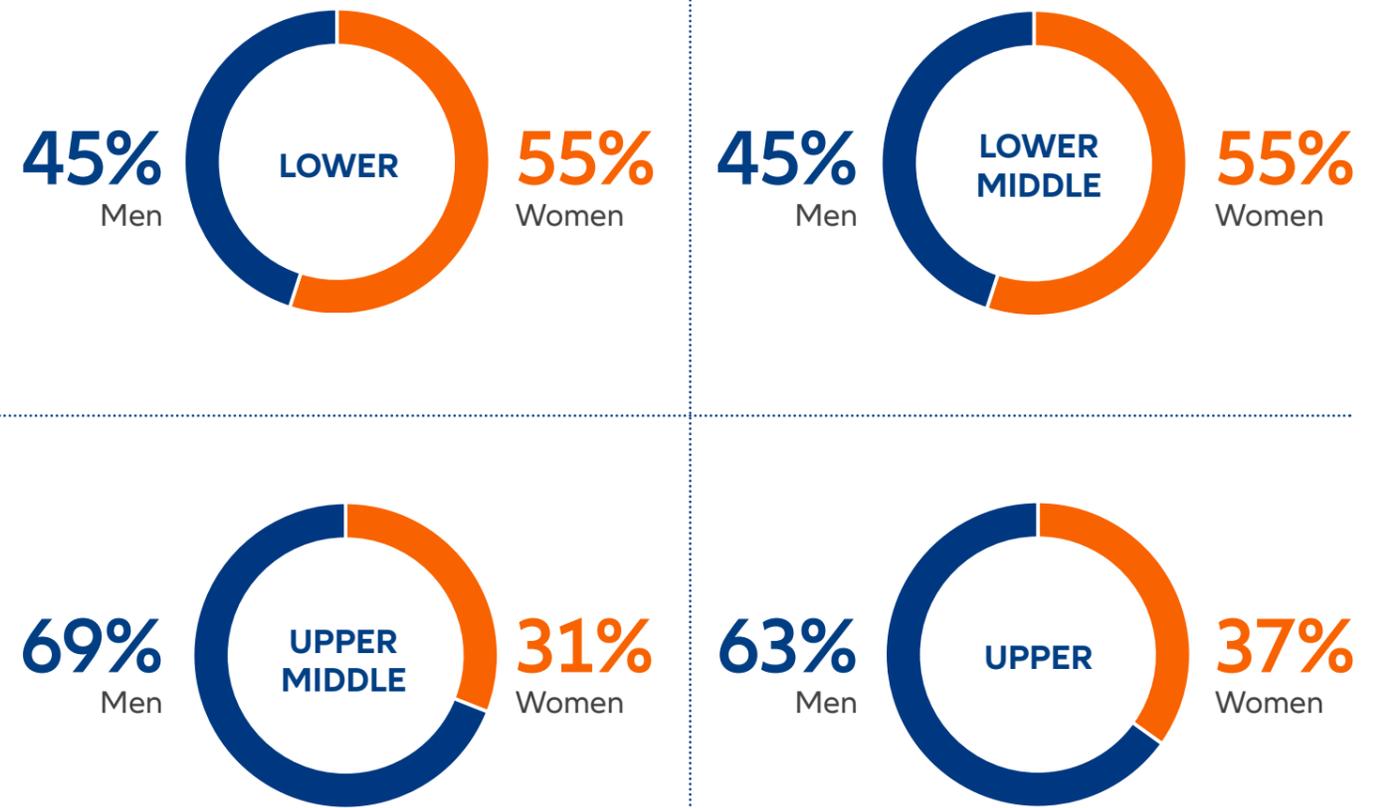


Proportion of employees receiving a bonus



Gender distribution by pay quartile

There has been a slight increase in the proportion of women relative to men at the upper hourly pay quartile.



How we're addressing the gap

At Allianz we see our gap in gender pay is linked to seniority. To improve gender representation at all levels in order to reduce this gap we have leadership programmes that promote gender equality and gender-balanced succession planning for our executive positions.

We've already made progress, but we're committed to going all the way to provide equal opportunities for all genders across our business.



One of our key focusses within the NEO (gender equality) employee network is to positively effect measures that decrease the Gender Pay Gap. It's heartening to see that this is improving year-on-year, but any gap is still too big a gap. We're working with our colleagues across Allianz to raise awareness and make meaningful change.

Steph Abrahams
NEO Employee Network Lead



Gaining our EDGE

EDGE stands for Economic Dividend for Gender Equality and is a renowned external certification. We started 2022 as globally EDGE-certified! The certification looks at different elements of gender equality, such as pay equity, the policies and practices we have in place, gender representation at different levels, as well as our company culture.

It gives us a detailed overview of how we compare to others in terms of gender representation and equal pay, as well as how effectively our policies and standards support equal opportunities. The certification process is helping us to measure, monitor and understand how we are progressing on gender equality in various aspects across the employee lifecycle.

In the UK we achieved the 'Move' level certification (similar to a Silver in a Bronze, Silver, Gold scale). This is the highest level that we could have been given at this stage and reflects our progress to date in achieving gender equality.

We've already created an action plan to deliver on the recommendations from the EDGE report, which will help us to achieve the highest level of certification. Representatives from across our business, including from our Employee Networks, will be focusing on the following key areas:

- recruitment
- promotion and development processes / programmes
- delivering on our commitments under the ABI Flexible Working Charter
- reviewing our Parental Leave policies and implementing improvements where needed.





Supporting working parents

Our Working Parents' Employee Network launched a Buddy scheme for colleagues going on/returning from parental leave. Colleagues can volunteer to be a buddy to support others, giving them an opportunity to chat through how they're feeling, what resources are available for support (Employee Assistance Programme, Able Futures access, free Headspace, etc.) or simply offering a friendly ear and a fresh perspective.

At Allianz we offer 26 weeks full pay and 13 weeks Statutory Maternity Pay, as well as Shared Parental Leave. If a woman having a baby chooses to return to work before using up their 52 week entitlement to maternity leave, they may be able to transfer the remainder of the leave to their spouse, civil partner, or father of the child. This would also include any remaining Statutory Maternity Pay. If they both work for Allianz they may be able to share the full pay entitlement within the first 26 weeks.

Our working parents



For me personally, gender balance between myself and my husband has been a big reason for where I am with my career. We shared the maternity/paternity leave, 6 months each, with both of our children before I joined Allianz and we now both work and share all of the parenting responsibilities. This equality and teamwork at home has been vital for me, and also hugely beneficial for our children.

I also really appreciate the flexibility I've been allowed at Allianz, for example dealing with sick children or going to their school Nativity, and the trust given to me in balancing my work and home life. I want it to be the norm for men and women to share caring responsibilities outside of work as I believe this drives gender balance in the workplace.

Sarah Rushworth Senior Actuary



"I took standard paternity leave on the birth of both our children as solid 2 week blocks. I then took a month of shared parental leave with both our first and second child - both when they were 10 months old. These periods of leave were the best decisions I could have taken! I received nothing but positive encouragement from my line managers for both periods of Shared Parental Leave. HR also improved the guidance provided on what you can take the second time around as first time it wasn't clear how flexible the scheme

could be (with options to take time off in periods, at the same time as your partner or when they are back at work).

My team were supportive and it provided opportunities for them to take a step up for those periods so it was good for them too. I also plan to take a longer period of shared parental leave in 2022 following the arrival of our third child.

Guy Meagher, Underwriting Technical Manager

2021 highlights



On **International Women in Engineering Day** we invited six colleagues from our Engineering, Construction & Power business to share their experience of working the field and advice for aspiring female engineers.



We signed up to the **ABI Making Flexible Work Charter**, aimed at attracting and retaining the best talent from all backgrounds and to narrow the gender seniority gap in the insurance and long-term saving industry.

In July we refreshed our Diversity & Inclusion Standard. This is about how we treat each other inside and outside of work so everyone feels safe and comfortable working as their true authentic selves. By having a diverse workforce we can better design products and deliver service that suits the needs of all our customers.

In October we took part in a virtual **Women in Business & Tech virtual Expo**, designed for all women at any stage of their career to provide inspiration and guidance around navigating the industry and business services to find a perfect career match. Additional Women in Tech campaign activity includes ensuring 100% of job adverts in IT, Data and Information Security are put through a gender decoder and showcasing our flexible and inclusive working environment to future and existing colleagues.



Alison Paterson, Team Leader of the Year Women in Insurance Awards 2021

At the **Women in Insurance Awards**, we had an impressive list of nominations across 8 of the award categories. We won two awards - **Team Leader of the Year** for excellence in leadership, communication and vision, as well as **Most Inspiring Returner** for a colleague who was a role model to women looking to achieve the balance between work and family life, following a career break.

#LEAD

All our leaders completed our global #LEAD learning programme, giving them a wide range of skills including inclusive leadership, diversity and inclusion and wellbeing at work.

We're adopting **new ways of working** across much of the business to introduce more flexibility where it's possible to do so to best support our customers, our business and each other. This enables more colleagues to work flexibly between home and office, adapting our office spaces for increased collaboration.



On **International Women's Day** we celebrated by holding a star-stuffed virtual panel event, including Olympic and Paralympic female athletes and Red Roses England Rugby Players.

Gender pay gap reporting

What is a Gender Pay Gap?

A gender pay gap measures the difference between male and female average hourly earnings across a whole organisation, irrespective of their role or seniority. It is expressed as a percentage of male pay.

It does not look at 'like for like' role comparisons, so if an organisation has more men in senior roles and/or more women in junior roles, it will have a gender pay gap.

Why report on gender pay?

Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on the six key measures on the right.

The purpose of this legislation is to put a spotlight on gender pay. It aims to encourage larger employers to put solutions in place to reduce the gap, whilst acknowledging the strategic importance of gender balance and equality for ongoing organisational success.

UK Government measures

1. **Mean gender pay gap** – difference between average hourly earnings of men and women.
2. **Median gender pay gap** – difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from lowest to highest and picks the middle point.
3. **Quartile pay bands** – the proportions of males and females in the lower, lower middle, upper middle and upper pay ranges.
4. **Mean bonus gap** – as above, but looking at average bonuses paid rather than salary.
5. **Median bonus gap** – as above but for bonuses rather than salary.
6. **Bonus proportions** – percentage of men and women receiving a bonus (performance award) payment.



Pay equality at Allianz

To support equality we must have fair pay and we run regular equal pay audits. However, we have fewer women in senior roles, which creates a gender pay gap. Equal pay and gender pay gap both deal with the levels of pay females get at work and are both very important, but they are two different measures.

- We're committed to transparent, fair and equal pay for males and females at Allianz UK.
- We conduct independent regular Equal Pay Audits to ensure a fair treatment of males and females fulfilling the same roles
- We ensure that our culture, processes and decision making continues to support this.
- The Allianz Career Framework helps us to look at Job Family Roles more closely to ensure a consistent approach to pay.



We're an ambitious business with a clear purpose to improve the lives of all our customers. But we can't do that unless our culture celebrates diversity in our people to make us more relevant to our communities. And there's a lot that goes into that, like supporting fair opportunities for all of us and creating an environment in which everyone feels respected, valued and able to bring their true self to work.



I'm excited by the passion I see in our people to play a part in achieving this goal.

It's also clear to see how this will help us to hire and retain the right people so we can continue to build an organisation that looks, feels and acts as the best in the market.

Julie Harrison
Chief HR Officer

Read more about diversity and inclusion at Allianz on the careers pages of our website allianz.co.uk/careers

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