



PENSION INSURANCE  
CORPORATION GROUP LIMITED



# Gender Pay Gap Overview 2020



# Gender pay gap reporting

The gender pay gap is a measure of the difference between the average pay of men and women across the Company. It does not take into account the ratio of men and women, different levels of seniority or those working part-time.

Since 5 April 2018, UK businesses with more than 250 employees have been required to report their gender pay gap. This is the first year Pensions Services Corporation ("PSC"), the Group subsidiary that employs all staff, have been required to publish, but we have done so previously as part of our commitment to equality, diversity and transparency.

Our gender pay gap\* was driven by three primary factors:

- Only 36% of our 266 employees were women.
- Only 25% of employees in the upper pay quartile were women.
- 22% of female employees joined PSC from 1 October 2019 so were not eligible for a bonus.

\* Figures from 5 April 2020

## 2020 HIGHLIGHTS

12.1%

PSC's gender pay gap for 2020, down 5.1% on the prior year, and down by 16.9% in the last two years

5%

The percentage of women in the upper quartile has increased by 5%

→|←

Pay gap figures are narrower than competitors across all measures

↑

High percentage of women engaging in development opportunities

## Mean salary pay gap (2020)

The Government suspended mandatory reporting of the gender pay gap for 2020 due to the pandemic, so industry figures are indicative. PSC's figure of 12.1% is below the indicative national average (13.7%) and far below the financial services indicative average (23.1%).

\*Gender pay gap reporting was not mandatory for the 2019 reporting year, so industry figures are indicative as not all companies reported.

### Financial services

23.1%\*

### All UK companies

13.7%\*

### PSC (2020)

12.1%

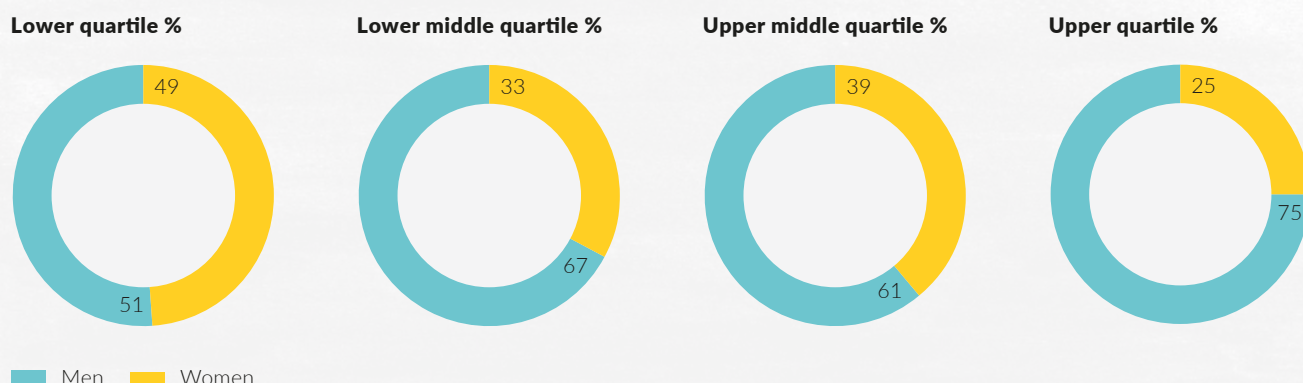
### PSC (2019)

17.2%

	2018	2019	2020	Changes in last 12 months
Mean salary	29.0%	17.2%	12.1%	5.1% ↓
Median salary	15.5%	15.6%	11.8%	3.8% ↓
Mean bonus	25.7%	19.8%	10.7%	9.1% ↓
Median bonus	39.8%	25.0%	42.9%	17.9% ↑

## Percentage of women at each quartile

An increase of women in the upper quartile (5%) has had a positive impact on our gender pay gap. All other quartiles have seen an increase in women of between 3 and 5%. Overall, women make up 36% of PSC employees (up 3%).



### WHY IS DIVERSITY IMPORTANT?

- Diverse businesses create better outcomes for customers
- Diverse businesses create better business returns
- Diverse teams are more innovative and create more value
- Diverse firms are more attractive to potential and existing employees
- Companies which genuinely have diversity and inclusion as a business priority are more highly regarded

### MEDIAN BONUS PAY GAP

The mean bonus pay gap is 10.7% (down 9.1%), but the median bonus pay gap is 42.9% (up 17.9%).

The reporting for the bonus pay gap must include all one-off payments which are subject to PAYE. This includes cash bonuses and shares at the point of exercise, rather than award.

	Official figure	Cash bonus	Cash bonus and share award
Mean bonus gap	10.7%	23.4%	18.2%
Median bonus gap	42.9%	42.5%	43.4%

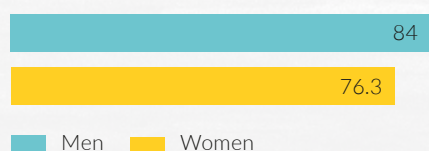
Employees in the upper quartiles tend to have a higher target bonus percentage and share awards as part of their compensation package and, unusually for a private company, PIC runs a share scheme for all employees. As share exercise is a personal decision, this contributes to the variability of PSC's bonus pay gap each year.

These figures represent the actual bonus and shares awarded within the reporting period, so we are better able to track progress in closing our bonus pay gap.

### ACTIONS WE ARE TAKING TO ADDRESS THE GENDER PAY GAP

	Current approach	Future developments
Recruiting talent	We require at least 30% of CVs from recruitment agencies to be from women	Track recruitment stages to ensure the 30% target is met throughout
Developing talent	A wide range of development opportunities available to all employees, including mentoring programmes	Develop career pathways for the different professions across PIC and offer wider mentoring opportunities
Developing managers and leaders	Our Management Development Programme is for all people managers. Our Aspiring Managers Programme has a 50/50 split	Leadership Development Programme to continue to have gender split which represent PIC population

### EMPLOYEES AWARDED A BONUS %



PIC is the founding sponsor of the Actuarial Mentoring Programme ("AMP"), the highly successful mentoring scheme for female actuaries, run in conjunction with the Institute and Faculty of Actuaries ("IFoA"). Now in its fourth year, the AMP has provided mentoring more than a hundred female actuaries, with the aim of retaining them longer in the profession, improving diversity at senior levels of the profession, and helping to naturally close the gender pay gap within companies which have large numbers of actuaries, like PSC.





PENSION INSURANCE  
CORPORATION GROUP LIMITED

**PENSION INSURANCE CORPORATION GROUP**  
**14 Cornhill, London EC3V 3ND**

[WWW.PENSIONCORPORATION.COM](http://WWW.PENSIONCORPORATION.COM)