



Arch Europe Insurance Services Ltd — Gender Pay Gap Report

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Introduction

New legislation was introduced in April 2017 requiring employers with more than 250 employees to disclose their Gender Pay Gap (GPG).

The GPG is different from the Equal Pay Act. GPG is determined by comparing the average pay for all men with the average pay for all women, regardless of their role. Equal pay refers to paying men and women equally for equivalent work.

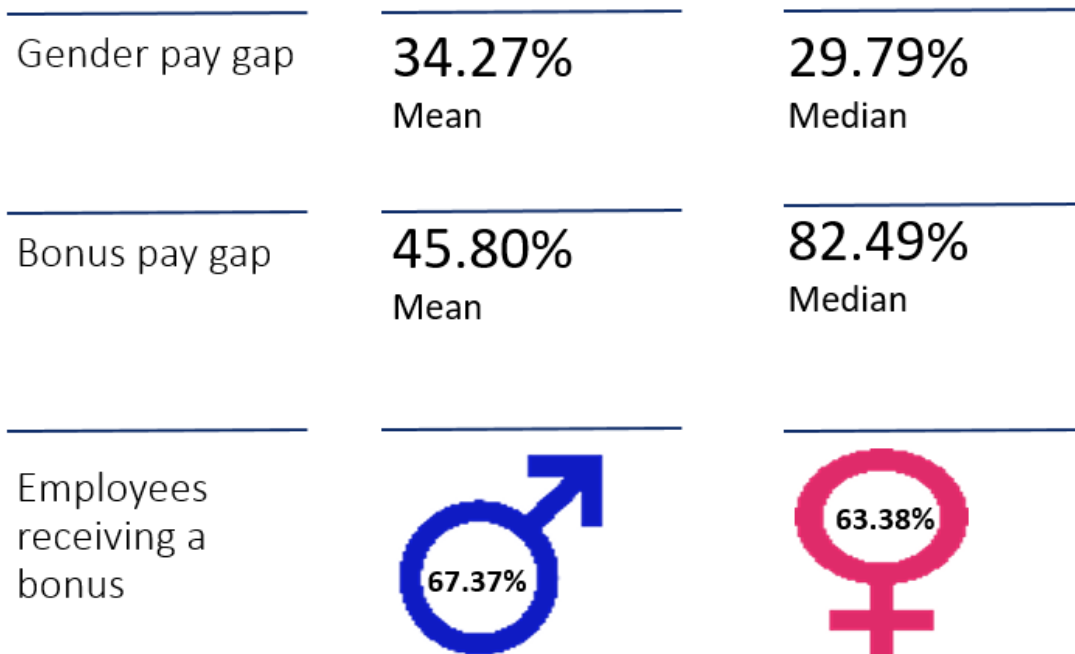
This report sets out Arch's gender pay data and outlines the steps we will be taking to build on and address our gender pay gap to bring greater diversity to our organisation. This is the first year of reporting our data under the new legislation.

The figures in this report are based on a headcount of 386 employees, 230 male employees and 156 female employees, taken at the snapshot date of 5 April 2019 and relates to Arch Europe Insurance Services Ltd employees.

Our 2019 UK Gender Pay and Bonus Gap

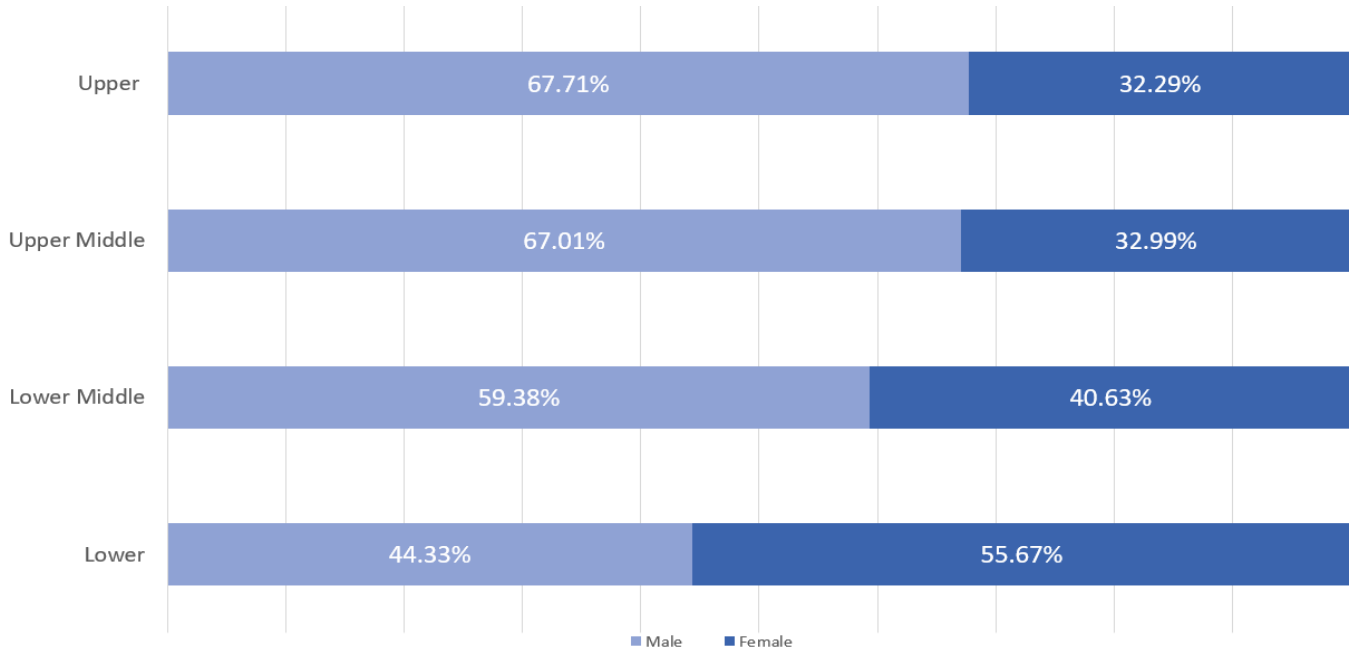
The figures below show:

- Our **mean gender pay gap** — This represents the difference between the average pay of all Arch Europe Insurance Services Ltd male employees compared to the average pay of all female employees.
- Our **median gender pay gap** — This represents the pay difference between the middle point of all Arch Europe Insurance Services Ltd male employees compared to the middle point of all female employees.
- The **Bonus gap** — This is the percentage difference in total bonus payments received by men and women in the 12 months preceding April 2019.



Based on 386 Employees

- Our **pay quartiles** show the proportion of male and female full-pay relevant employees in four quartile pay bands. Both the Lower and Upper Middle quartiles contain 97 employees and the Lower Middle and Upper quartiles contain 96 employees.



The gender pay gap and bonus pay gap reflects the composition of our UK workforce, which has seen more men in senior management positions. There are more men (68%) than women (32%) in the highest paying quartile. In the lowest paying quartile this is reversed, with 55.7% women and 44.3% men.

Closing the Gap in 2020

We strive to address these effects and plan to further develop and strengthen our strategies as we grow.

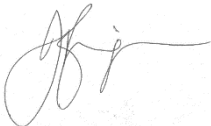
- **Internal progression** — Ensuring opportunities and continued support for all employees who wish to progress to more senior roles and ensuring they have the tools to do so.
- **Strengthening recruitment** — Increasing the ratio of senior women with our external hiring and striving to include a balanced representation of female applications for each vacancy.
- **Succession planning for all employees** — We will continue to focus on our talent pipeline and development plans (especially female development) across the organisation.
- **Review and implement improved flexible working practices** — Aiming to attract a wider pool of talent into the business but also to retain and motivate current experienced and skilled employees.

Statutory Declaration

We can confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.



Hugh Sturgess President & Chief Executive Officer



Dennis Brand Chief Operating Officer



Marcella McLean Chief Human Resource Officer