



GENDER PAY GAP REPORT 2023



Personal introduction from Emma Rawlinson, CEO

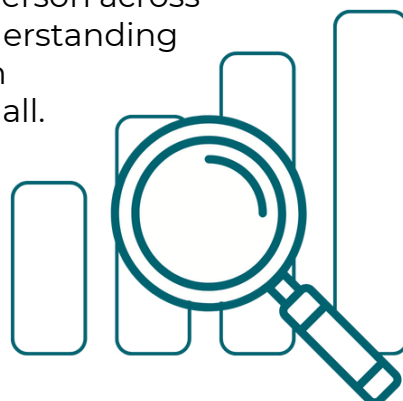
I'm delighted to be sharing our first independent Atlanta Gender Pay Gap Report with you all, as previously Atlanta has reported under the Ardonagh Group. In this report we highlight our commitment to the current and future actions we'll be taking to help address our gender pay gap.

It's so important to us to build a safe environment where everyone feels respected, is treated equally, their voice will be heard, and they can thrive. Flexibility is key and our approach to hybrid working, Family Friendly People Policies including a Menopause policy and Menopause Ambassadors, Diversity, Equity, and Inclusion Networks including Our Balance (Gender) and Our Family, clearly demonstrates our dedication to providing an inclusive workplace where people of all genders know they will be welcomed, supported, and feel that they belong.

Our attraction strategy helps to ensure we do our very best to mirror the communities where we live and work, and I'm extremely proud to lead an organisation that is so fiercely focused on developing and retaining its people, and where all genders are supported and able to progress. Our clear focus on an internal first approach to resourcing provides talent and succession opportunities for all our people, many of whom have been supported by our groundbreaking leadership development programmes which are accessible to all.

I'm honoured to lead a diverse Executive team and be one of only a few female CEOs in this industry, it's also of utmost importance to me to ensure we have gender representation across all levels of Atlanta and the opportunities to help address this. This isn't a once-a-year report, this is a living, breathing document that is owned and influenced by every person across Atlanta. We all have a role to play in understanding what this report means and how we can work together to champion equality for all.

Emma



OUR 2023 FIGURES

Our statutory obligation relates to our Atlanta Insurance Intermediaries Limited legal entity, (this is our legal entity with over 250 employees on 5 April 2023), and so we publish our numbers on the government website based on that obligation. We've included this data in the appendix.

This report, however, focuses on the combined entities within the Group for whom we held the reportable information in April 2023 (Atlanta Insurance Intermediaries Limited, Carole Nash Insurance Consultants Limited, Lloyd Latchford Limited and Paymentsshield Limited), as that's what makes more sense to us and our people.

Our mean Gender Pay Gap is **18%**

There are always more ways we can improve, and due to the nature of our business our numbers will fluctuate.

We're strong in recruiting and promoting women, but the main reasons for our pay gap are:

- We have more women in our lower grade roles, as shown by our quartile data.
- We have a higher proportion of men in our more senior roles.

Women have a fantastic opportunity to progress with Atlanta, with 66% of our Executive Leadership Team being women.

Our mean Bonus Gap is **33%**

Not all our colleagues/roles are eligible for our bonus scheme, so this has influenced our bonus gap.

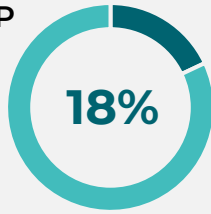
Our well received 'Cost of Living' award of £500 was however made to our lower paid colleagues to support them during a financially challenging time.



STATUTORY METRICS

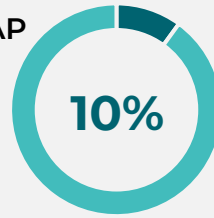
MEAN PAY GAP

Our mean gender pay gap for 2023 is **18%**.



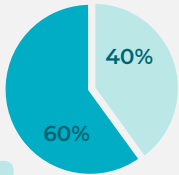
MEDIAN PAY GAP

Our median gender pay gap for 2023 is **10%**.

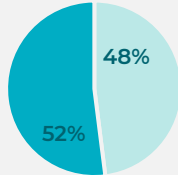


QUARTILE DATA

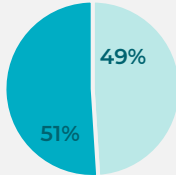
LOWER QUARTILE



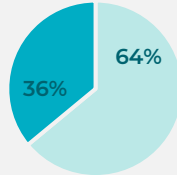
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



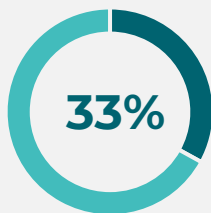
UPPER QUARTILE



BONUS DATA

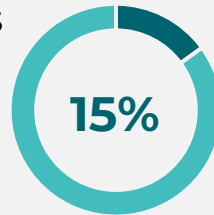
MEAN BONUS GAP

Our mean bonus gap for 2023 is **33%**.



MEDIAN BONUS GAP

Our median Bonus gap for 2023 is **15%**.



% OF GENDER RECEIVING BONUS



WHAT ACTIVITY HAS THERE BEEN TO ADDRESS ANY GAP?

WELLBEING



Menopause policy, Ambassadors and bimonthly drop-in cafe



Over 60 Mental Health First Aiders across the business



Monthly Atlanta Man Club meetings



Wellness4Life programme showcasing all aspects of wellbeing including financial, emotional, physical and social

RESOURCING



Gender neutral wording



Flexible working options



87 internal opportunities – 48% filled by women



Unconscious bias training continues

APPRENTICESHIPS

80% of all apprentice graduates are female.

50% of colleagues currently working towards their Chartered Institute of Insurance qualifications are female.

66% of data apprentices are female.

OUR APPROACH TO REWARD

Continue to evolve our Pay Progression scheme for our customer facing roles.



Pay principles support any pay decisions.



WHAT 'S COMING UP TO HELP ADDRESS ANY GAP?



DIVERSITY, EQUITY & INCLUSION NETWORK



Our DE&I Forum targets inclusivity, belonging and wellbeing. These include all aspects of diversity including gender, LGBTQ+ and ethnicity.

Improved data collection focus with emphasis on our broader DE&I information to support insights and initiatives.

RESOURCING



Targeted Recruitment Marketing campaigns to attract specific under-represented groups.

Increasing Employer Brand, EVP and candidate reach to improve diversity through the applications process.

Monitoring DE&I data to understand any gaps and focus specific campaigns where required.

WELLBEING



Our focus on wellbeing continues, to better support our colleagues, reflecting ever changing needs.

APPRENTICESHIPS AND EARLY CAREERS

We're looking to launch a Women in Leadership Programme in 2024.



THE GENDER PAY GAP – WHAT IS IT

The gender pay gap is the average difference in pay between all men and all women. It uses average hourly rates of pay, and so is not influenced by working hours or patterns.

THE GENDER PAY GAP – WHAT IT ISN'T

Because it's based on average rates of pay, the existence of a gender pay gap does not mean that individuals are being paid unfairly for the specific role that they do. Gender pay is different from equal pay, which considers pay differences for individuals at a role level e.g. jobs of the same value.

CALCULATING THE GENDER PAY GAP

'Pay' is calculated for the pay period including 5 April, according to strict definitions. It includes basic salary and a number of other elements paid in that month, including shift allowances, bonus payments and other allowances. It doesn't include overtime, or deductions. Where pay is less than usual due to reasons such as maternity, paternity or sick leave, the individual is not included in the pay gap calculation.

MEAN VERSUS MEDIAN

- The **mean** averages the hourly pay rates for all men, and all women.
- The **median** takes the middle value of all the hourly pay rates.

THE GENDER BONUS GAP AND NUMBERS OF COLLEAGUES RECEIVING THE BONUS

The gender bonus gap shows the average difference in all bonuses received in the 12 months prior to 5 April, by women and men employed on 5 April.

Unlike the gender pay gap, there is no pro-rating for hours worked, or length of service in year. This means the gap can be particularly high if, for example, there are more women than men carrying out part-time work. As with pay, both the mean and the median bonus gaps are calculated. We also show the proportions of male and female colleagues employed on 5 April who were paid bonus during the previous 12 months.



THE PROPORTIONS OF COLLEAGUES IN PAY QUARTILES

The final metric produced for gender pay gap reporting is the proportion of male and female colleagues in receipt of full pay in April in each of the four pay quartiles. This demonstrates how many women and men there are at different pay levels in the organisation. Quartiles are arrived at by taking everyone's hourly rate pay, from the lowest to the highest, in four equal quartiles.

WHAT COULD CAUSE A GENDER PAY GAP?

The gender pay gap is based on the average pay of females and males, so one of the biggest causes can be the numbers of women and men in different roles and at different levels in an organisation.

For example, if the majority of colleagues in the upper pay levels are male, and the majority of colleagues in the lower pay levels are female, there is likely to be a gender pay gap, even though everyone is being paid appropriately for the job that they're doing.

As there are many contributing factors to a gender pay gap, there isn't one simple solution that 'fixes' it.

Other reasons which may contribute to a gap include:

- Different industry sectors and different jobs, with different rates of pay. Some industries are male or female dominated which can impact the gender pay gap.
- Contracted hours can impact the gap. A higher proportion of women may be in lower-paid part-time work.
- Personal choices made at various points of an individual's working life can impact pay progression. There are many possible root causes to these reasons. Some may be personal, such as choices people make because of their own circumstances, their work preferences, and their aspirations.
- The culture in an organisation can have an impact too, affecting how well supported colleagues feel to progress.



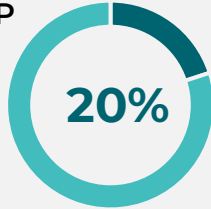
APPENDIX – ATLANTA INSURANCE INTERMEDIARIES LIMITED STATUTORY NUMBERS

Our statutory numbers for Atlanta Insurance Intermediaries Limited (these are the numbers that will be reported on gov.uk).



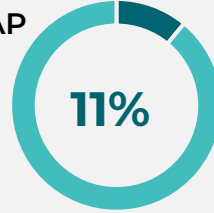
MEAN PAY GAP

Our mean gender pay gap for 2023 is **20%**.



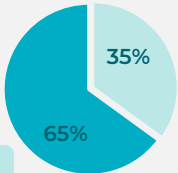
MEDIAN PAY GAP

Our median gender pay gap for 2023 is **11%**.

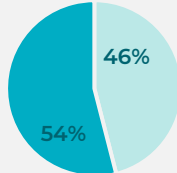


QUARTILE DATA

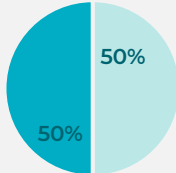
LOWER QUARTILE



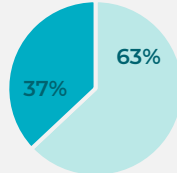
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



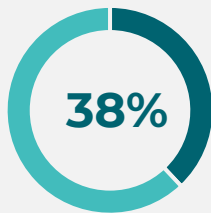
UPPER QUARTILE



BONUS DATA

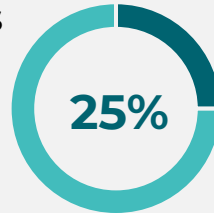
MEAN BONUS GAP

Our mean bonus gap for 2023 is **38%**.



MEDIAN BONUS GAP

Our median Bonus gap for 2023 is **25%**.



% OF GENDER RECEIVING BONUS



We confirm that Atlanta Group's (including Atlanta Insurance Intermediaries Limited) gender pay gap calculations, in relation to the period ending 5 April 2023, are accurate and have been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) and Regulations 2017.

Emma Rawlinson, CEO