

## GENDER PAY GAP REPORT 2019

**At Allianz Partners, we're committed to creating an environment of diversity and inclusion. We believe that empowering colleagues to share their unique thoughts and ideas helps us to deliver outstanding products and services to our customers. This in turn allows us to sustainably run a responsible business. We want every Allianz Partners employee to be themselves when they come to work and we're committed to supporting them to be their best – a key part of our overall business strategy.**

### WHAT IS A GENDER PAY GAP?

A gender pay gap measures the difference between male and female average hourly earnings across the whole organisation, irrespective of their role or seniority. It is expressed as a percentage of male's pay. It does not look at 'like for like' role comparisons, so if an organisation has more men in senior roles and women in junior roles it will have a gender pay gap.

### WHY REPORT ON GENDER PAY?

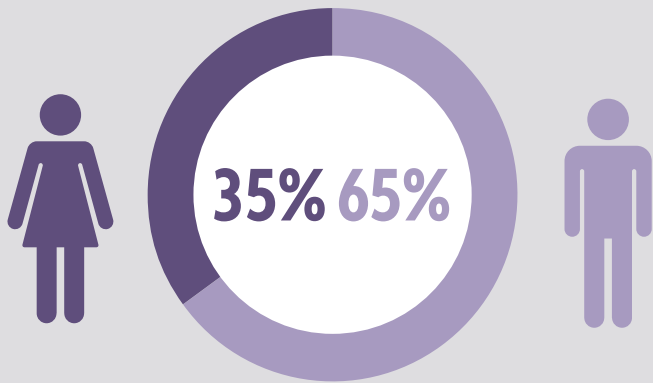
Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on the six key measures below.

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.

#### Gender pay gap - six key measures

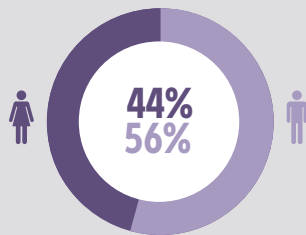
1. **Mean gender pay gap** – difference between average hourly earnings of men and women.
2. **Median gender pay gap** – difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from lowest to highest and picks the middle point.
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.

### UK WORKFORCE (as at April 2019)



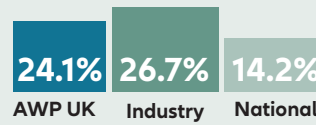
#### EXCLUDING TECHNICIANS

Thirty one percent of our male headcount was made up of a vehicle technician workforce with a result driven pay structure based on a basic salary plus bonus.



### OUR GENDER PAY GAP 2019

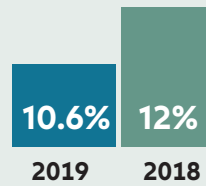
#### OVERALL MEAN



\*All data taken from Total reward group & Office for National Statistics

The difference between average hourly earnings of men and women. **Our mean pay gap is above the national average, however it is lower than the industry average.**

#### OVERALL MEDIAN



The difference between the midpoints in the ranges of hourly earnings of men and women at Allianz Partners has decreased year on year.

### OVERALL BONUS PAY

This shows our mean and median bonus pay gap in the 12 months leading to April 2019, which have narrowed year on year.

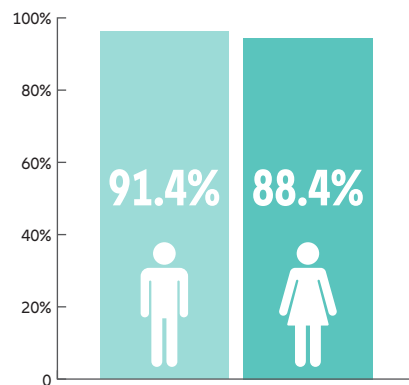
**58.5%**  
OVERALL MEAN  
2019

**56%**  
OVERALL MEDIAN  
2019

**60%**  
OVERALL MEAN  
2018

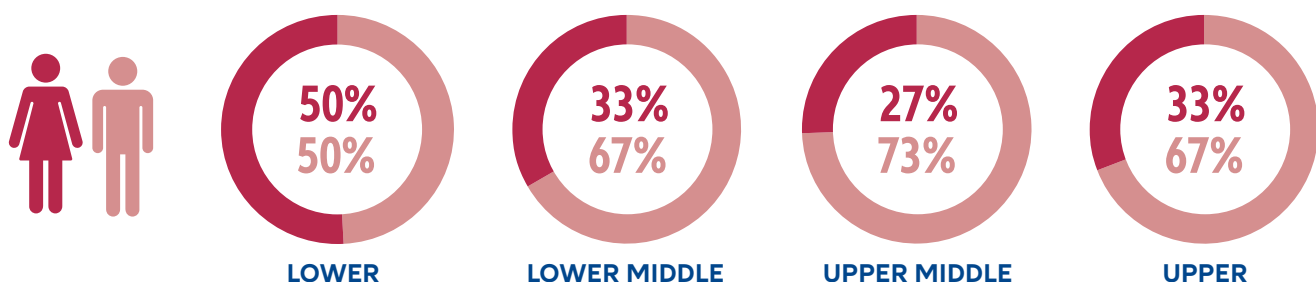
**66%**  
OVERALL MEDIAN  
2018

### Proportion of employees receiving a bonus



### GENDER DISTRIBUTION BY PAY QUARTILE

We take our total number of employees and divide them into four equal groups, with those earning the least in the lower quartile and those earning the most in the upper quartile.



Each quartile contains an average of 140 employees

# WHAT WE ARE DOING TO ENSURE THERE IS NOT A GAP IN THE FUTURE.



At Allianz Partners UK we want to attract, develop and retain the best talent available. As such, under our remuneration scheme, all employees who hold the same position have an equal opportunity to earn in-line with the Company's performance as well as their own.

The Gender Pay Gap figures we have published comply with the Government's requirements, with the pay gap in most levels of the company being minimal, but does not show the full picture of the challenges we face in the assistance and insurance industry. The current makeup of some of our key areas, such as our vehicle technician fleet that makes up about 20% of our workforce, have historically had a high proportion of men that contribute to the larger percentage of colleagues in higher earning roles. We recognise that globally across Allianz Partners that there are fewer females in senior roles, which has led to the development of the Group level talent programme. We believe the programme will help develop the leaders of tomorrow, and capitalise on colleagues talents globally.

In the UK business we are taking actions to help colleagues seize opportunities, such as – Situational Leadership, the launch of self-directed learning to give colleagues the ability to upskill for different roles, and in 2019, we improved the remuneration packages of the lower quartile of employees by offering a performance related bonus scheme.

In 2020, to help support our people strategy and encourage more females into leadership we are creating our own local Diversity and Inclusion network. The network aims to connect colleagues with each other who will help support diversity and inclusive working environment.

We believe these activities will move us even closer to closing the pay gap and give all colleagues equal opportunities throughout our company, as part of our people strategy.

A handwritten signature in black ink that reads "Tim Tozer".

Tim Tozer  
CEO UK & Ireland