

## UK Gender & Ethnicity Pay Gap Report 2023

### Our commitment to Diversity, Equity and Inclusion

“Our people are fundamental to our success and we are committed to ensuring we become a more diverse and more successful business through the creation of a genuinely inclusive culture.

Diversity, Equity and Inclusion are integral to the achievement of our strategic goals, enabling us to respond more fully to the needs of our clients, to develop better ideas and solutions and to ensure that our people can perform to their maximum potential.

As part of our overall DEI Agenda, we are working hard to make positive progress across the Chaucer Group.

I am pleased that progress is continuing to be made in relation to our pay gaps.

Whilst closing pay gaps will inevitably take time, we are committed to doing so, as well as continuing to hold ourselves to account along the way.”

Rob Callan

*Interim Chief Executive Officer*

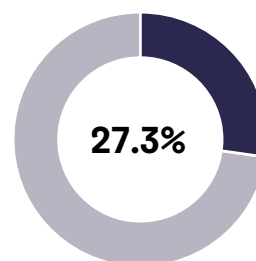
### Gender Pay Gap 2023

Chaucer’s mean gender pay gap is **27.3%**, which is the difference in average hourly rates of pay that male and female employees receive. This is down from **29.3%** in 2022.

Published data from the Office of National Statistics in October 2023 shows that there has been a reduction in the mean UK national gender pay gap from 14.9% down to 14.3%.<sup>1</sup> For financial and insurance services it is estimated to be 27.9%.<sup>2</sup>

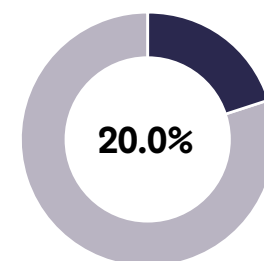
Chaucer’s median pay gap is **20.0%**, which is the difference in the mid-points of the ranges of hourly rates of pay for men and women, by ordering rates of pay, from the lowest to the highest, and comparison of the middle values. The median pay gap is down from **27.4%** in 2022.

Mean



29.3% in 2022

Median



27.4% in 2022

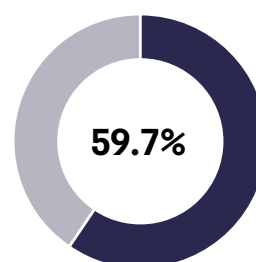
### Chaucer’s Mean and Median Gender Bonus Gap

Chaucer’s mean gender bonus gap is **59.7%** (down from 62.4% in 2022), which is the difference in average bonus pay that male and female employees receive.

Chaucer’s median bonus gap is **29.7%**, which is the difference in the mid-points of the ranges of bonus pay received by men and women, and is down from **39.7%** in 2022.

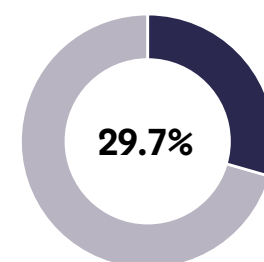
Chaucer pays bonus awards based on both company performance and individual employee performance. Bonus awards are made irrespective of gender.

Mean



62.4% in 2022

Median



39.7% in 2022

<sup>1</sup> Source: Office of National Statistics, published November 2023

<sup>2</sup> Source: Personnel Today, published December 2023

---

## Proportion of males and females receiving a bonus

18% of women and 14% of men did not receive a bonus in the year up to 5th April 2023.

The data includes fixed term contractors and non-executive directors, who are not part of the Chaucer bonus scheme.

All permanent employees were eligible for a bonus in the year up to April 2023. 100% of women who were eligible received a bonus.

### Male



### Female



■ Receive bonus ■ Do not receive bonus

---

## Pay quartiles in Chaucer - Gender

### Upper Quartile



### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



■ Male ■ Female

---

## Chaucer's UK Employees - Gender

Gender is one of our diversity targets, approved by the board and designed to accelerate improvement.

### Male



### Female

### Senior Male

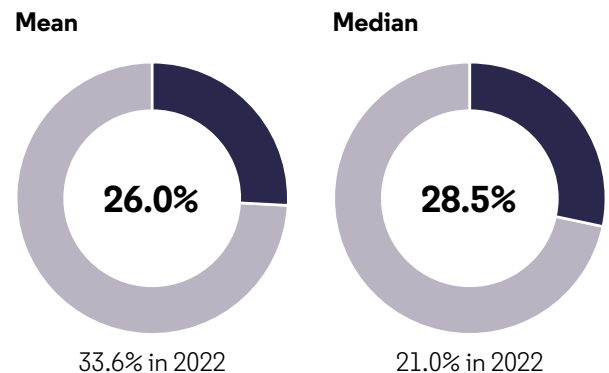


### Senior Female

## Ethnicity Pay Gap 2023

Chaucer's mean ethnicity pay gap is **26.0%** (down from 33.6% in 2022), which is the difference in average hourly rates of pay that white and minority ethnic employees receive.

Chaucer's median pay gap is **28.5%** (up from 21.0% in 2022), which is the difference in the mid-points of the ranges of hourly rates of pay for white and minority ethnic, by ordering rates of pay, from the lowest to the highest, and comparison of the middle values.

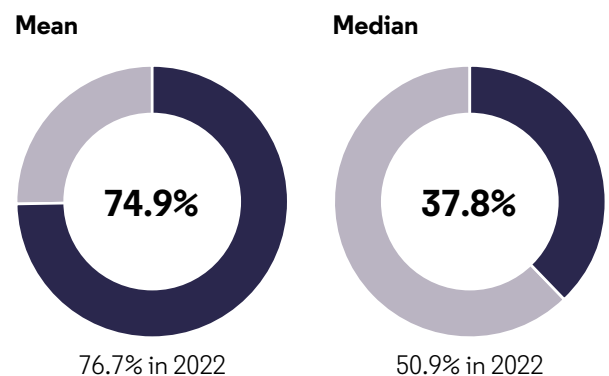


## Chaucer's mean and median ethnicity bonus gap

Chaucer's mean ethnicity bonus gap is **74.9%** (down from 76.7% in 2022), which is the difference in average bonus pay that white and minority ethnic employees receive.

Chaucer's median bonus gap is **37.8%** (down from 50.9% in 2022), which is the difference in the mid-points of the ranges of bonus pay received by white and minority ethnic.

Chaucer pays bonus awards based on both company performance and individual employee performance. Bonus awards are made irrespective of ethnic background.



## Proportion of Minority Ethnic colleagues receiving a bonus

**34%** of minority ethnic colleagues and **16%** of white colleagues did not receive a bonus in the year up to 5th April 2023. This data includes fixed term contractors, non-executive directors who are not part of the Chaucer bonus scheme.

All permanent employees were eligible for a bonus in the year up to April 2023. 100% of minority ethnic colleagues eligible for a bonus received a bonus.

### Minority ethnic colleagues



### White colleagues



■ Receive bonus ■ Do not receive bonus

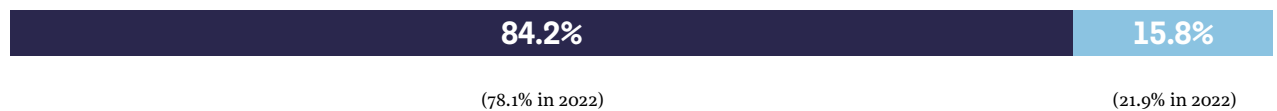
---

## Pay quartiles in Chaucer – Minority Ethnic

### Upper Quartile



### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



■ White   ■ Minority Ethnic

---

## Chaucer's UK Employees – Minority Ethnic

Ethnicity is one of our diversity targets approved by the Board and designed to accelerate our progress



---

## What is driving our pay gaps?

It is not unequal pay that is driving our pay gaps, we regularly review our pay policies and the compensation paid to all employees to ensure that we offer equal pay for equal work. Our gaps stem from an imbalance of women and colleagues from ethnic minorities across the Company, which is more acute at the senior level and we are actively working to reduce this. We acknowledge that until progress is achieved here, making a significant impact on closing our pay gap will remain a challenge.

---

## What are we doing to reduce our pay gaps?

We are committed to driving change and bringing Diversity, Equity and Inclusion forward in a meaningful way. Our Executive Directors sponsor our DEI agenda, and are actively involved. The Board are fully engaged and receive regular progress reports throughout the year. We have a clear programme of delivery that is designed to continually improve all aspects of Diversity, Equity and Inclusion. A summary of some of these actions are outlined below:

- Achieving 'Gold' accreditation as part of the Clear Assured framework for our inclusive policies and practices. We are now actively working towards achieving 'Platinum'
- Making strong progress against our latest diversity targets on gender and ethnicity. We have significantly increased our senior women representation from 18% to 35% in the last 3 years and have maintained our 1 in 3 external hiring ambitions in respect of minority ethnic talent
- Being a proud signatory of the Women in Finance, Race at Work and Change the Race Ratio Charters. We are a Disability Committed employer and a Mindful employer and in 2023, became a Stonewall Diversity Champion
- Utilising DEI diagnostics as part of our compensation process to prevent any unintended pay practices
- Continuing to drive targeted talent acquisition practices, through identifying and accessing alternative talent partners
- Working with our community partners SEO, Elba and Black Bullion to build a more diverse talent pipeline through work placements, insight days, and early in career programmes
- Focussing on internal talent management practices to enhance inclusion and accelerate progress amongst minority groups
- Challenging the Chairs of all Company Committees and Groups to explore ways in which to maximise the contribution and diversity of thought from all
- Supporting Race Equality week, Black History month, International Women's month and Pride, all of which are key milestones celebrated each year
- Working closely with our employee led DEI Advisory Group, who help advise leadership and maximise DEI engagement across the Company.
- Supporting the launch of Employee Resource Groups (ERG's) which include groups representing gender, multi-culture, neurodiversity and faith.
- Continued upskilling of all managers to ensure consistency in inclusive hiring and inclusive leadership
- Evolving programmes in training, education and awareness which include panel discussions and topical debates across the Group
- Increasing our support for colleagues impacted by the menopause which now includes access to specialist GP support
- Operating a fully hybrid working model across the Company.

---

## Further information on gender pay gap reporting and equal pay

### Government Gender Pay Gap Reporting

<https://gender-pay-gap.service.gov.uk/Viewing>



**WE'RE  
ALL IN**  
for inclusivity

### Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>



The Prince's  
Responsible  
Business Network

