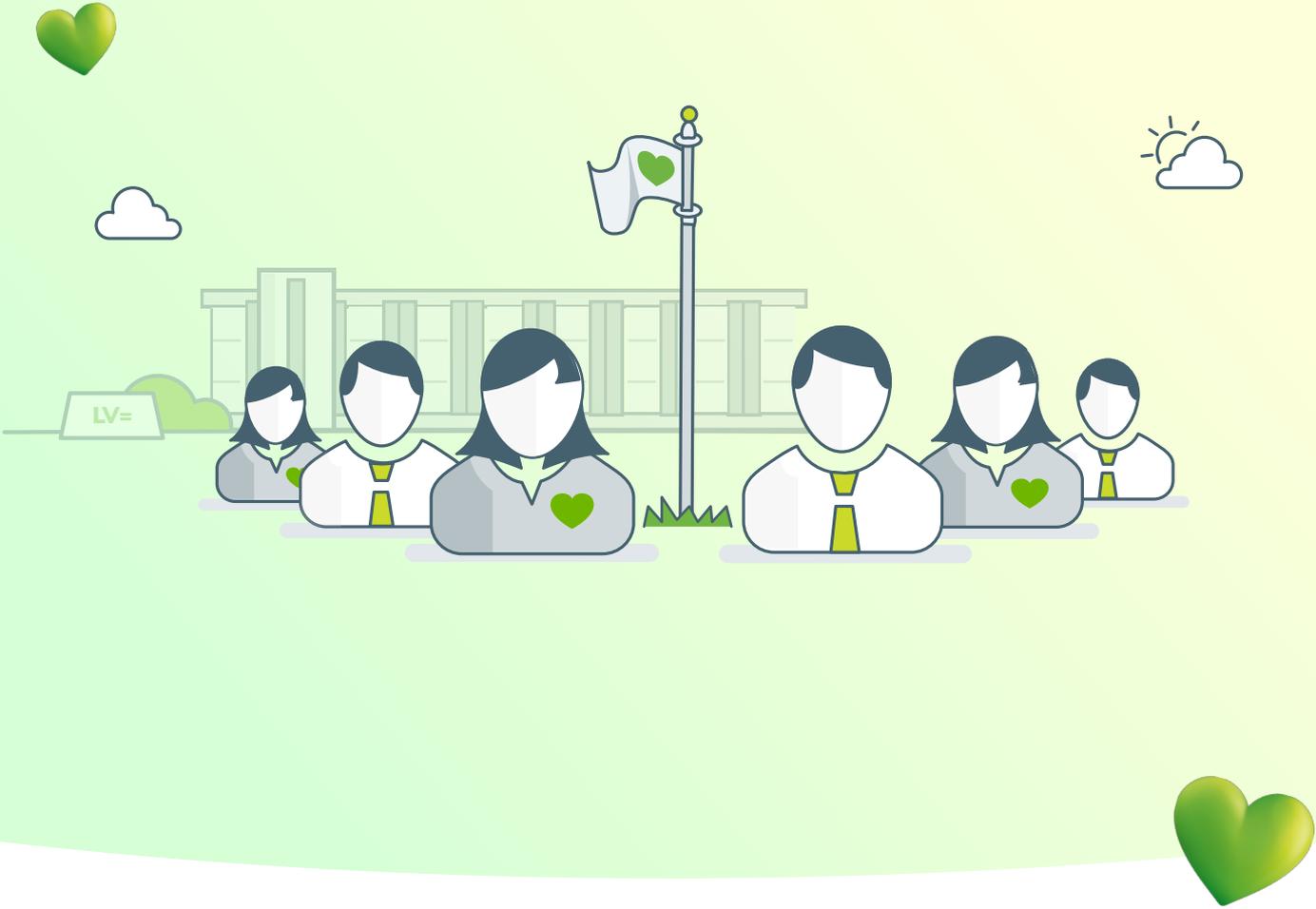


LV= Gender Pay Gap

Understanding the LV= General Insurance
gender pay gap data 2019-2020



LV=

Understanding the LV= General Insurance gender pay gap data

There are six measures that we must measure each year, relating to salary and or bonus elements of our pay, and details of these feature in this report.

Gender Pay Gap

In LV= General Insurance (LV= GI) our mean gender pay gap (GPG) is at 22.1%* (in favour of males). This is 1.1% higher than the Insurance sector which had a mean GPG of 21% last year.**

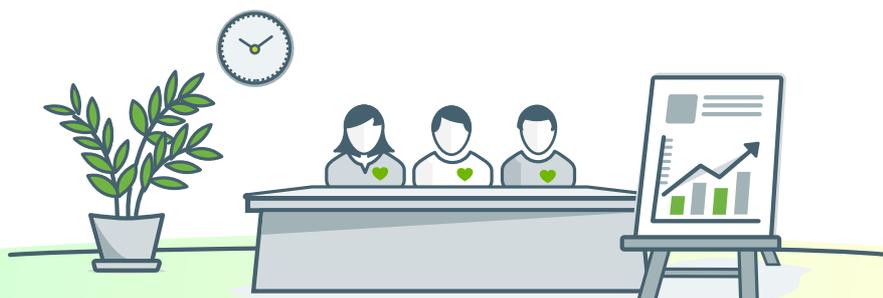
* This figure includes L&G General Insurance

**Data from Office of National Statistics

22.1%

2018-19: 22.1%

(in favour of males)



LV=

We know the main factor influencing our gender pay gap is the structure of our workforce.

At the moment, we have a lower representation of females in senior leadership roles and a higher representation of females in more junior roles. We have an established Diversity and Inclusion (D&I) Steering Committee to help us identify the actions we will take to close our gender pay gap. Details of the steps we've taken can be found later on in this report.

Mean
22.1%

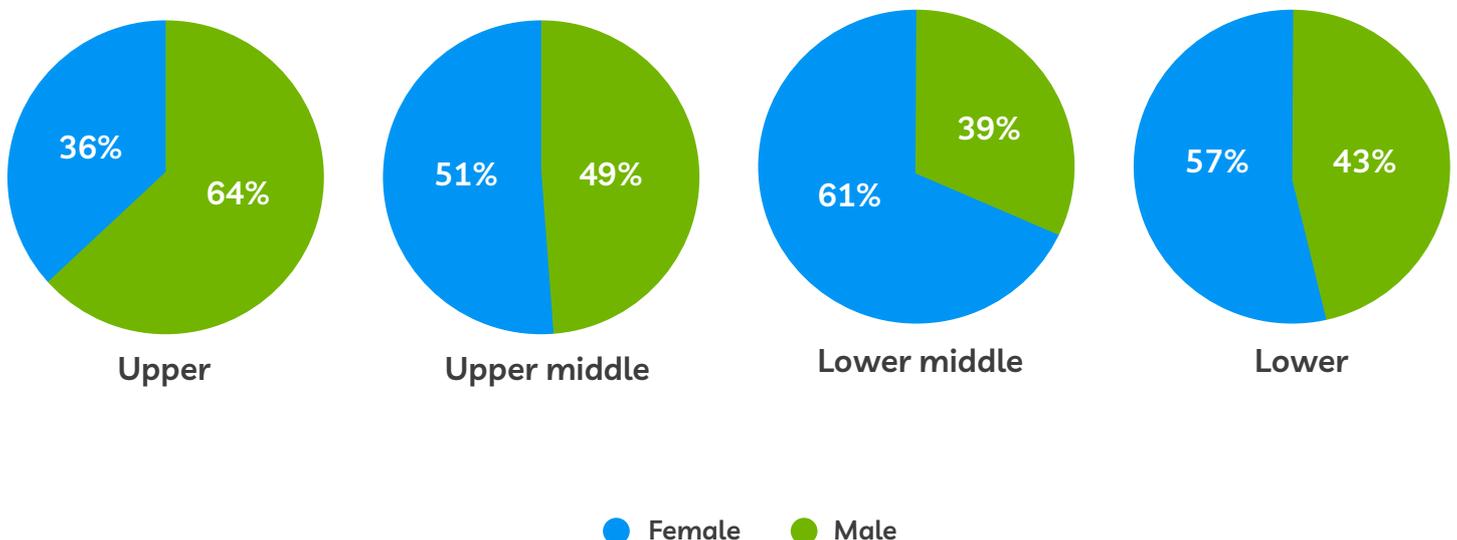
In favour of males

Median
14.7%

In favour of males

The pay quartiles represent employees ranked from highest to lowest hourly rate and are then evenly split into quartiles. As already mentioned, we know we have an imbalance where we have a lower representation of females in senior leadership roles and a higher representation of females in more junior roles. We also have more females in the business working flexible hours, so these pro-rata salaries contribute to the gap too.

Proportion of males and females in the pay quartiles



Gender Pay Bonus Gap



The figures below show the mean and median bonus pay gap figures which relates to the 12 months preceding 5th April 2020.

Mean bonus pay gap

49.9%

In favour of males

Median bonus pay gap

29.1%

In favour of males

Our mean bonus pay gap has decreased from 56.2% to 49.9%. Like many other businesses in the UK, our senior leaders have Long Term Incentive Plans (LTIPs) which are performance related awards that are commonly paid out after three years. As a result of the good performance of both the business and our leaders, the amount paid in bonuses remains high and with many of our senior leaders being male this has resulted in our mean bonus gap continuing to be high.

The proportion of employees receiving a bonus

89.2%



87.7%



What we're doing about it

We know we still have work to do and, although it may take time to see a long term shift, we are committed to making progress. Here at LV= GI, we are striving to create a culture where everyone can reach their true potential. Although this report analyses and sets out what we are doing to close the gender pay gap between our female and male colleagues, it's important to say that we are in total support of all our peoples and the gender they choose to identify as, including our colleagues who identify as trans, non-binary and gender fluid.

A key target for us is to establish more female role models in senior leadership positions across the business, and as a result we have set ourselves a target to achieve 40% of women in senior roles by the end of 2021. As at December 2020 this is 38.5%.

At the same time, we will continue to progress with a range of other activities to support improvements, including:

I Employee Resource Groups

To help achieve our aim of creating an inclusive culture, LV= GI has created and launched seven employee resource groups covering different aspects of D&I. These groups give our people the chance to support each other and take action to improve the wider organisation for everyone.

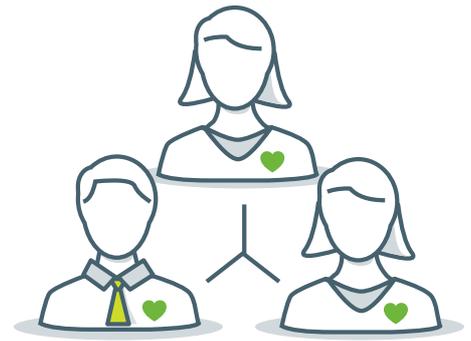
The employee resource groups cover the following demographics: Gender, Ethnicity/Multicultural, Parents/Carers, Disability, LGBTQ+, Generations and Mental Health. We recognise that individuals may have a number of characteristics and we therefore encourage all of our employee resource groups to consider the challenges that may affect our people in different ways.

Our colleagues can join as many employee resource groups as they would like to. In addition, all employee resource groups report into the D&I Steering Committee, which is chaired by our D&I Executive Sponsor Mike Crane.



Recruitment and promotion practices

We've committed to continually review our recruitment and promotion practices. Since last year, we have taken steps to ensure all our job adverts are gender neutral and we've also added a flexible working statement. To continue progress in this space, we'll be trialling new ways of increasing gender diversity including diverse shortlists, targeting where we advertise, a returners programme, job title descriptions and creating visible female role models from across the business.



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“As a senior leader at LV= GI, I feel passionate about ensuring there are equal opportunities for my team regardless of gender. We know there is a lack of female presentation within the Data Science and IT industry as a whole and more needs to be done at a societal level to change this which is why LV= GI have signed up as members of the Tech She Can Charter.

“The Charter is a commitment by organisations to work together to increase the number of women working in technology roles in the UK. It aims to tackle the root cause of the problem at a societal level by inspiring and educating young girls and women to get into tech careers and sharing best practice across the organisations involved. I look forward to seeing what we can achieve through the charter in years to come.”

Pardeep Bassi

Head of Data Science

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LV=

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“I was lucky enough and extremely proud to be offered by LV= GI to participate in the 30% Club, which would enable me access to a successful 1:1 mentor for six months to work on developing my career and me as a person. It was a wonderful opportunity and really showed me the value that LV= GI places on my contribution to the business and me as an individual.

“I was matched to a mentor who absolutely 100% suited my personality, career ambitions and general attitude. It was wonderful to get guidance from my mentor as to how I could add value to my current role, and the business and really progress with my career!

“I found out a lot about myself and how I saw myself and I had some major revelations that have given me some great points to work on and develop. One such reevaluation (that for people that know me would not believe) is that I struggle with my self-confidence and self-worth, and my value and I was able to work on this with my mentor over the period of the six months.

“This opportunity was a fantastic development opportunity and has enabled me to step back from the day to day details of my Finance role and start to look at the more strategic long term views needed for my career progression. I have also been able to identify personality development points and work through these with the aim to become a more rounded individual and offer more to LV= GI as a business.”

Liz Hamilton

Head of Financial Planning & Analysis – 30% Club Mentee 2019-2020

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Leadership development programmes, mentoring and career advocacy

Our D&I strategy within LV= GI is to be inclusive for all and our development aim is to benefit and up-skill both male and females within the organisation. With the launch of our Digital Apprentice Programmes and Best Loved Leaders senior leadership development programme, we were pleased to recruit a 50/50 split of males and females.

A focus over the next 12 months is to increase mentoring and career advocacy from senior leaders for all employees.



Women in Finance Charter (WIFC)

LV= GI is proud to join more than 370 firms across the financial services sector in signing up to the HM Treasury 'Women in Finance Charter' – a commitment to gender balance across financial services.



[The Women in Finance Charter](#) was created in March 2016. Its main aim is to support gender diversity at all levels within financial firms and to build a more balanced and fair industry.

When we signed up to the Charter in October 2018 we had 38.4% female representation in senior management. We made great progress in 2019 and in December 2019, we had 39.8% female representation.

Since we last reported, there have been further changes to the structure of our business. At the beginning of 2020, LV= GI joined the Allianz Group when they became our sole owner. With this change in ownership, some teams with a higher number of females in senior positions transferred across to Allianz. These organisational changes meant we did not achieve our set target of 40% by the end of 2020.

As of December 2020, there is 38.5% female representation in senior management. We have extended our target deadline of achieving 40% female presentation in senior management to the end of 2021.

To meet our WIFC commitments:

- We've committed to achieving 40% Band C-E Female population by 2021 (incl. Permanent and Fixed-Term Contract roles, support roles excluded)
- We'll annually publish our progress against our targets
- A member of our executive team is responsible and accountable for gender diversity and inclusion.

