



Gender Pay
Gap Report 2019



Gender Pay Gap Report 2019

AX believes that every employee should have the opportunity to flourish, achieve their potential and contribute to the success of the business.

We are committed to building an inclusive culture, therefore not only monitoring but understanding our gender data in order to ensure fairness, consistency and transparency.



Mean (average)

12.6%

Median (middle)

-9.7%

Gender Pay Gap

Difference between men and women

The above shows our gender pay gap by comparing average hourly rate pay of all women compared to men.

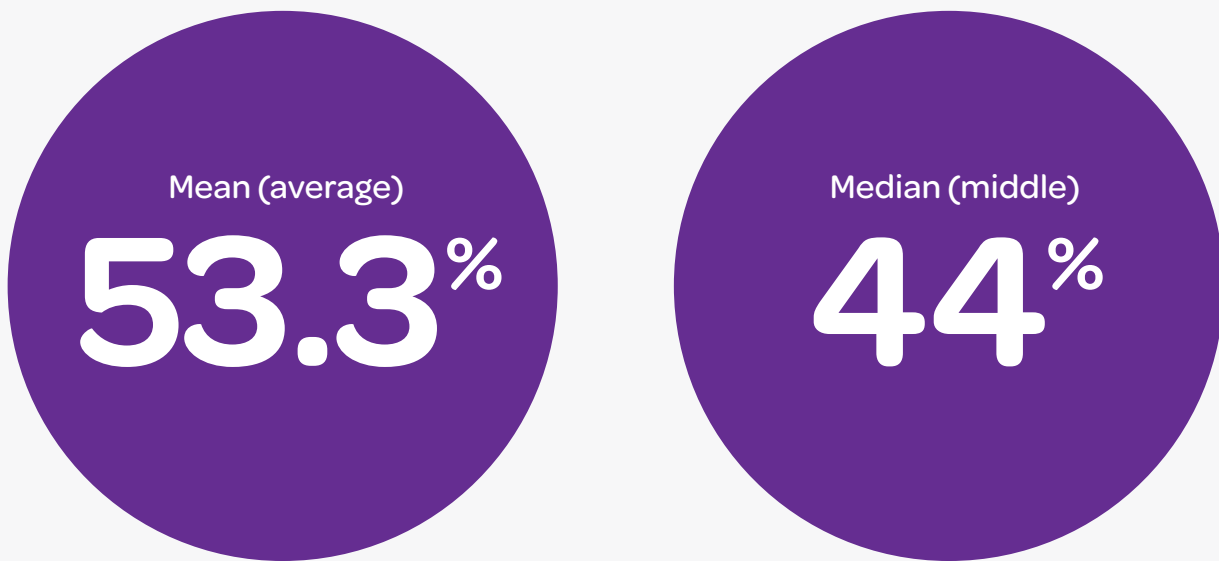
The UK's national gender pay gap 18.4% Median (ONS – Office of National Statistics)

Understanding our Pay Gap

We are pleased to report a 26% increase in females in upper middle Q and well balanced % in lower middle Q but acknowledge we have more work to do in upper Q.

Gender Bonus Gap

Difference between men and women



BONUS PAYMENT	TOTAL HEADS	HEADS PAID	PROPORTION AS A %
→ MALE	186	55	31%
→ FEMALE	162	95	59%

Pay Quartiles

The proportion of males and females in each quartile pay band

QUARTILE	PROPORTION OF MALE	PROPORTION OF FEMALE
→ LOWER Q	63%	37%
→ LOWER MIDDLE Q	51%	49%
→ UPPER MIDDLE Q	35%	65%
→ UPPER Q	63%	37%

The above image illustrates the gender distribution at Accident Exchange across four equally sized quartiles of 87.

Understanding our Pay Gap

Our Company bonus policy is discretionary and is based upon individual performance related objectives and therefore not linked to basic salary payments.



We will continue to promote equality and inclusion at AX and are committed to reducing any existing gender pay gaps year on year.

I confirm the data in this report is accurate.

A handwritten signature in white ink that reads "Lucy Woods". The signature is written in a cursive, flowing style.

Lucy Woods

Chief Executive Officer