



Fresh Insurance Service Group Ltd is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

- The mean gender pay gap for Fresh Insurance is 32.39%. This is the difference between the mean hourly rate of male and female full-pay relevant employees.
- The median gender pay gap for Fresh Insurance is 15.26%. This is the difference between the median hourly rate of male and female full-pay relevant employees.
- The mean gender bonus gap for Fresh Insurance is 55.12%. This is the difference between the mean bonus paid to male and female employees.
- The median gender bonus gap for Fresh Insurance is 32.56%. This is the difference between the median bonus paid to male and female employees.
- The proportion of male employees in Fresh Insurance receiving a bonus is 76.80% and the proportion of female employees receiving a bonus is 79.87%.

Pay quartiles by gender

Band	Males	Females	Description
A	29.03%	70.97%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	36.51%	63.49%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	53.23%	46.77%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	63.49%	36.51%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of Fresh Insurance's gender pay gap?



Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Fresh Insurance is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Fresh Insurance is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles, while women are more likely than men to be in front-line roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid. This is reflective of the workforce at Fresh Insurance and can be seen above in the table depicting pay quartiles by gender.

The table shows Fresh Insurance's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Fresh Insurance, 70.97% of the employees in Band A are women and 29.03% men. The percentage of male employees increases throughout the remaining Bands, from 36.51% in Band B, 53.23% in Band C and 63.49% in Band D.

What is Fresh Insurance doing to address its gender pay gap?

The mean gender bonus gap and the median gender bonus gap for Fresh Insurance are 55.12% and 32.56%, in part due to the high number of women working part time to include part time bonus payments.

The proportion of men and women receiving bonus is however almost equal at 76.80% of males compared to 79.87% of females reflecting the groups promotion of bonus awards irrespective of gender.



Fresh Insurance recognises that its scope to act is limited in some areas - flexible working is predominately taken up by women in the group to assist with childcare and this in turn affects the opportunity to earn higher bonus awards.

We continue to encourage women across the group to progress into senior roles and have started this progression as the majority of middle managers are women.

I, Nick Frost, Finance Director, confirm that the information in this statement is accurate.

Signed

Nick Frost

Date

31.03.2019