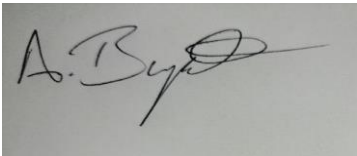


# SCOR Services UK Ltd Gender Pay Gap Report 2022

SCOR Services UK Ltd

# Introduction

- At SCOR we are committed to creating an environment that engages, develops and supports colleagues in their roles and careers, and provides a voice to our diverse employee base to identify and address inequalities that both exist and are perceived within the organisation.
- We aspire to be an employer of choice for anyone who wants to consider a career in the (Re)Insurance market and publishing our gender pay gap statistics and action plan is our way of publicly holding ourselves to account for our positive actions to help reduce the gap. Whilst we have a long way to go, our commitment to finding ways to improve our results is unwavering.



Anthony Burpitt, General Manager, SCOR Services UK Ltd  
Statutory disclosure:  
I confirm the data in this report is accurate and calculated  
in line with Gender Pay Gap Reporting requirements.

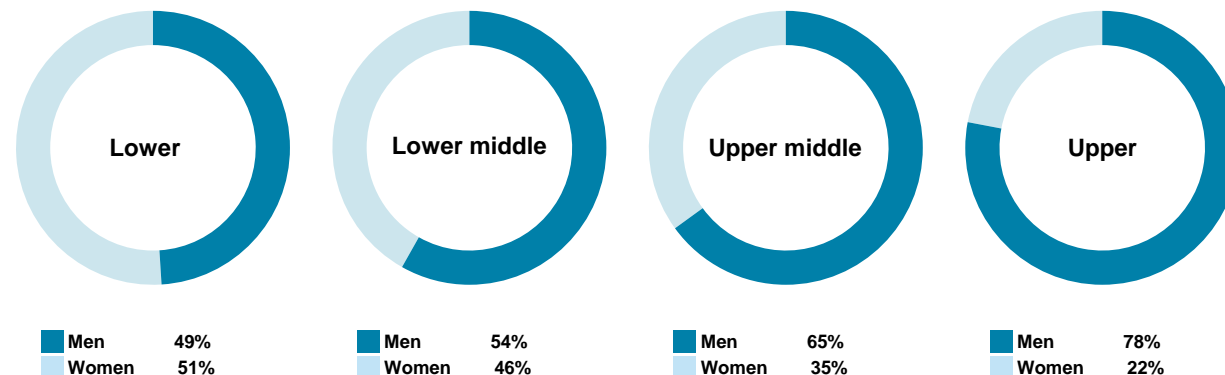


# Understanding our gender pay and bonus gaps

## Gender Pay Gap 2020 - 2022

Metric	2022 (YoY % change)	2021 (YoY % change)	2020 (YoY % change)
Median Pay Gap	31.8% +2.0%	29.8% +6.4%	23.4% -0.9%
Mean Pay Gap	36.2% +2.6%	33.6% +5.3%	28.3% -2.6%
Median Bonus Gap	35.8% -3.5%	39.3% +5.0%	34.3% +13.2%
Mean Bonus Gap	59.9% -3.2%	63.1% +10.5%	52.6% -13.3%

## Proportion of men and women in each pay quartile



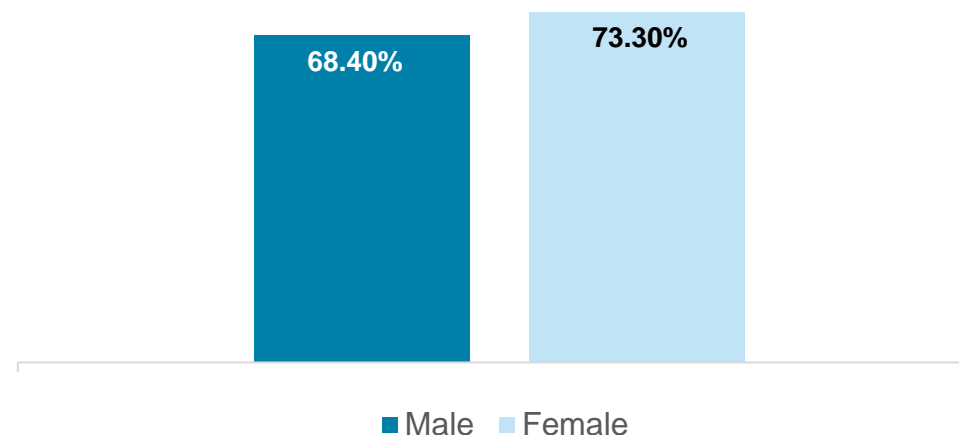
## Pay gap

- As of April 2022, our median and mean pay gaps have increased by 2.5% and 2.6% respectively.
- Like some of our peer group, we have seen an increase for several reasons; market pay has increased so whilst we are recruiting more females, it is often in the lower salary quartile (6% increase); the number of females taking extended family leave reduces the annual salary which negatively impacts the results

## Bonus gap

- Our median and mean bonus gaps have decreased by 3.5% and 3.2% respectively
- This positive progress is in part as a result of a more equitable and deliberate approach to career planning and performance
- We still need to ensure a proactive approach to bonuses to ensure we can continue with these improvements as the percentage of both females and males receiving a bonus in 2022 fell to 73.3% and 68.4% respectively.

## Proportion of men and women receiving a bonus



# Actions to close the gap

## Hybrid Working

Embed the refreshed hybrid working to ensure colleagues can benefit from our approach

## Recruitment Sourcing Strategies

Ensure our sourcing approach maximises the opportunity to hire and support diverse staff

## Visibility of talent

Continue to develop talent opportunities for colleagues in a visible and supportive environment

## Manager Development

Provide managers with the tools and support needed to develop an inclusive environment for colleagues

## Deep dive our results

Incorporate a more regular, deeper analysis of our gender pay gap results, to monitor progress and adapt our approach

## Caregiver Support

Work with providers to develop an effective approach to supporting caregiver responsibilities across the organisation.

## Early Careers

Continue to support education providers with guidance and development opportunities to inspire the next generation of insurers

## Policy & PMI Reviews

Review our policies and providers to ensure our provisions are family friendly and relevant



scor

The Art & Science of Risk