

SCOR Services UK Limited Gender Pay Gap Report 2019

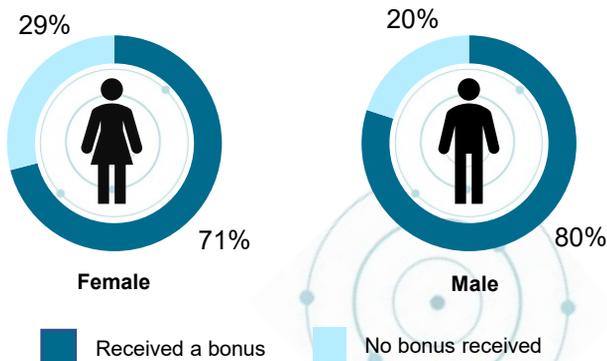
SCOR firmly believes that ensuring equal treatment between women and men is a factor of economic performance and employing people from different backgrounds and making them feel included is a major driving force for the success of the Group. As a reference employer, SCOR actively promotes diversity and inclusion. The Group is committed to ensuring a work environment in which all employees are treated fairly and respectfully, have equal access to opportunities, resources and rewards, and can fully contribute to SCOR's success.

The skills, experience and diversity of its employees are the Group's most valuable asset. SCOR's strength comes from the motivation, professionalism, team spirit and integrity demonstrated by its employees.

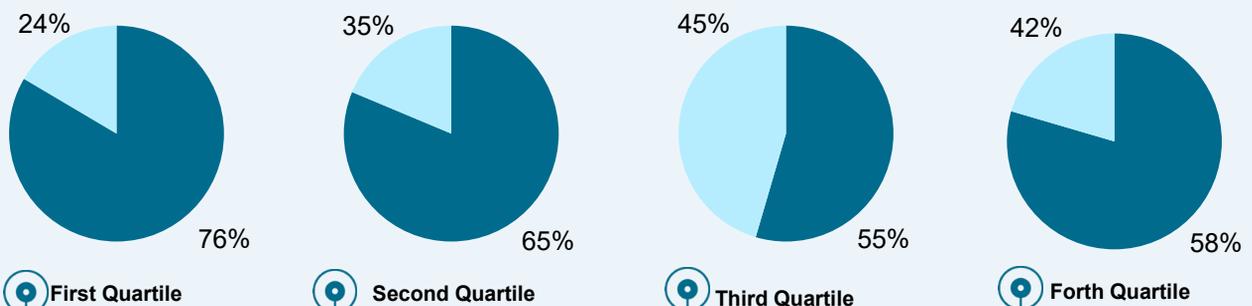
Gender pay & bonus gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	25.74%	22.46%
Gender Bonus Gap	69.30%	21.05%

Portion of employees receiving a 2019 bonus



Portion of males and females in each pay quartile



Our figures explained:

We acknowledge, that while being lower than the average for the insurance sector, at 25.74% our Gender Pay gap remains important and we actively address the issue to close this gap.

SCOR is proud to have a Global Charter on Gender Equity, which supports the approach to compensation. As such, the Gender Pay gap is not a pay issue but mainly due to an unequal gender distribution of the workforce across the company and particularly in technical functions and leadership roles. In 2019, women made 36% of the workforce.

With 258 employees in April 2019, the size of the company means that small discrepancies have a large impact on the overall result. The UK office accounts for a number of senior positions within the SCOR Group (Global Divisional Managers, Regional Managers) whose remunerations weigh heavily in the calculations.

It is also the structure of the workforce and the under-representation of women in leadership roles which explain the Bonus Gap. SCOR operates a Partnership scheme offering enhanced bonus scales and share awards to strategic positions and with less women in leadership positions, the gender distribution in the partnership scheme is unbalanced. In 2019 in particular, the bonus gap had been significantly impacted by the vesting of two shares plans.

Our commitment:

We are committed to narrowing the Gender Pay Gap, tackling it not only at the level of the UK office but for the entire SCOR Group as the organisational structure is a global one and it would be challenging to solely focus on the UK company. Our key areas of focus are:

Attract and nurture a wide female talent pool

- Develop women with targeted training and mentoring programmes to support career progression
- Increase women's visibility with a better identification of female high-performers and high-potentials in talent management processes as well as giving them senior sponsorship.
- Promote Reinsurance in schools and career fairs to inspire young women to join the industry.

Continue to foster a culture of inclusion

- Ensure inclusion and meritocracy throughout HR processes and policies.
- Ensure parity in Partnership nomination and promotion processes. In 2020, women represent 52% of new partners and 42% of promoted partners.
- Support flexibility and agile working to accommodate work-life balance
- Monitor compensation processes and tackle any identified bias
- Continuously review our compassionate and family friendly policies to be attractive and competitive



“The measurement of the gender pay gap has highlighted the lack of women in higher paid positions. Closing this gap is not only a priority in terms of treating people equally, it will also be a significant factor of performance for the company as all studies concur that companies with gender balance at senior levels do better than others. It will be a win win.”

Malcolm Newman
EMEA Hub MD and UK CEO

Act as change enabler and encourage dialogue

- Support and Promote small women peer groups on business topics to foster learning and sharing, through the Group's gender diversity network SIGN
- Empower and equip our leaders to own and drive inclusion with training, events and forums