



Gender Pay Gap
Report 2020



Gender Pay Gap Report 2020

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)

18.5%

Median (middle)

4.4%

Gender Pay Gap

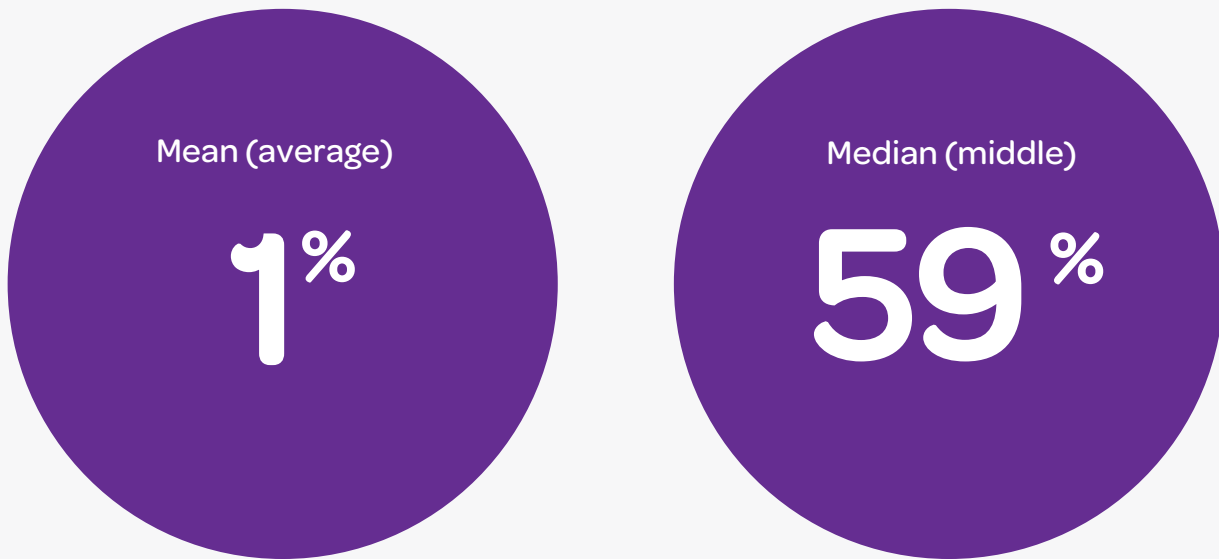
Difference between men and women

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)

Gender Bonus Gap

Difference between men and women



| BONUS PAYMENT | TOTAL HEADS | HEADS PAID | PROPORTION AS A % |
|---------------|-------------|------------|-------------------|
| → MALE | 197 | 55 | 27.9% |
| → FEMALE | 206 | 108 | 52.4% |

Pay Quartiles

The proportion of males and females in each quartile pay band

| QUARTILE | PROPORTION OF MALE | PROPORTION OF FEMALE |
|------------------|--------------------|----------------------|
| → LOWER Q | 33% | 67% |
| → LOWER MIDDLE Q | 40% | 60% |
| → UPPER MIDDLE Q | 60% | 40% |
| → UPPER Q | 62% | 38% |

The above image illustrates the gender distribution at Accident Exchange across four equally sized quartiles of 101

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