



HYPERION
INSURANCE GROUP

GENDER PAY GAP REPORT 2018

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The data reported here, taken at 5 April 2018, shows no improvement in our gender pay gap and that there is a significant difference in both the mean and median pay of males and females across all our UK business units. This difference is rooted in a lack of women in mid-level to senior roles.

Whilst this report is not surprising, it is frustrating that we are not able to resolve our gender imbalance faster. We know that this is a journey and not an issue we alone can resolve quickly. We remain committed to building a sustainable and successful business, driven by a diverse workforce, supported in an inclusive culture.

Over the last twelve months we have introduced a number of initiatives around our recruitment, succession planning, and learning and development to begin to redress the gender imbalance, particularly in more senior roles. We will continue to listen to our employees and empower them to drive change. Our focus for both the immediate and long-term is in developing, attracting and retaining women into the organisation.

I can confirm that the information contained in this report is accurate.



David Howden
CEO, Hyperion Insurance Group

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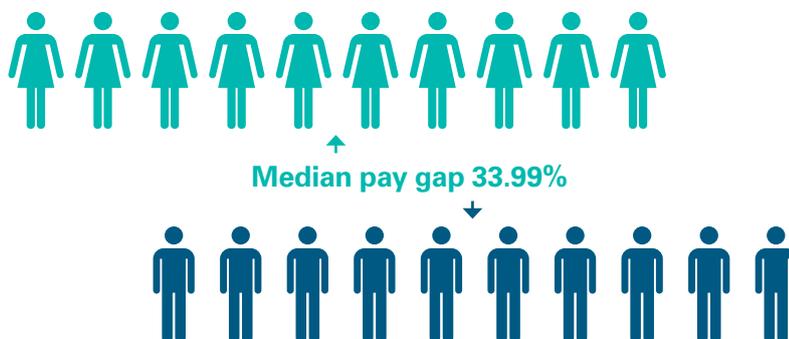
The tables below show our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date (5 April 2018), as well as the bonus pay gap for the prior 12 months to the snapshot date.

Gender pay gap

% difference between men and women

	Median	Mean
2018	33.99%	41.70%
2017	33.24%	41.29%

This data shows that both our median and our mean gender pay gaps have increased slightly since the last report. This is primarily due to an imbalance of more men occupying higher paid roles.



Lower pay quartile → Upper pay quartile

Bonus pay gap

% difference between men and women

	Median	Mean
2018	57.14%	72.85%
2017	55.96%	73.75%

This data shows that the median bonus gap has increased since last year, whilst the mean bonus gap has decreased.

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Proportion of employees receiving a bonus



Of those eligible, the proportion of both males and females who received a bonus has increased since the last report.

Gender split of pay quartiles

● Male ● Female

April 2018 Results

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



Compared to April 2017 Results

Proportion of females in this quartile **increased** by 0.23%

Proportion of females in this quartile **decreased** by 4.28%

Proportion of females in this quartile **increased** by 0.32%

Proportion of females in this quartile **increased** by 0.97%

This diagram shows Hyperion has an unbalanced proportion of men occupying higher paid roles.



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