

UK Gender Pay Gap Report 2024

* This report is for 2024 and includes data
for our CNA Hardy UK employees only.



Since 2017, we've openly published our Gender Pay Gap report - a commitment to transparency and an unwavering determination to address the gender pay gap.

As an organisation we continue to make progress and remain focussed on continuing this improvement.

Today our gender pay gap is, on average, better than that of the London Lloyd's market; a significant milestone and something we can be proud of.

Together, we're not just hoping for change, we're taking the steps to make the change. ”

Our 2024 gender pay gap

We've had a **9%** improvement in our average gender pay gap from 2017 to 2024 and a **3%** improvement on 2023. There has also been an **8%** improvement to our average bonus gap since 2017 and a **4%** improvement on last year.

Meanwhile, from 2017 to 2024, we've seen an **8%** improvement to our median gender pay gap and an impressive **18%** gain in the median gender bonus gap figure.

	Gender pay gap		Bonus pay gap	
MEAN	2017 - 34%	2024 - 25%	2017 - 63%	2024 - 55%
MEDIAN	2017 - 34%	2024 - 26%	2017 - 57%	2024 - 39%

Proportion of females and males receiving a bonus in 2024 (UK):

Male 88%
Female 90%

What is the gender pay gap?

The gender pay gap is a measure of the difference in the average pay between men and women across our UK workforce. The gender pay gap should not be confused with equal pay.

What is equal pay?

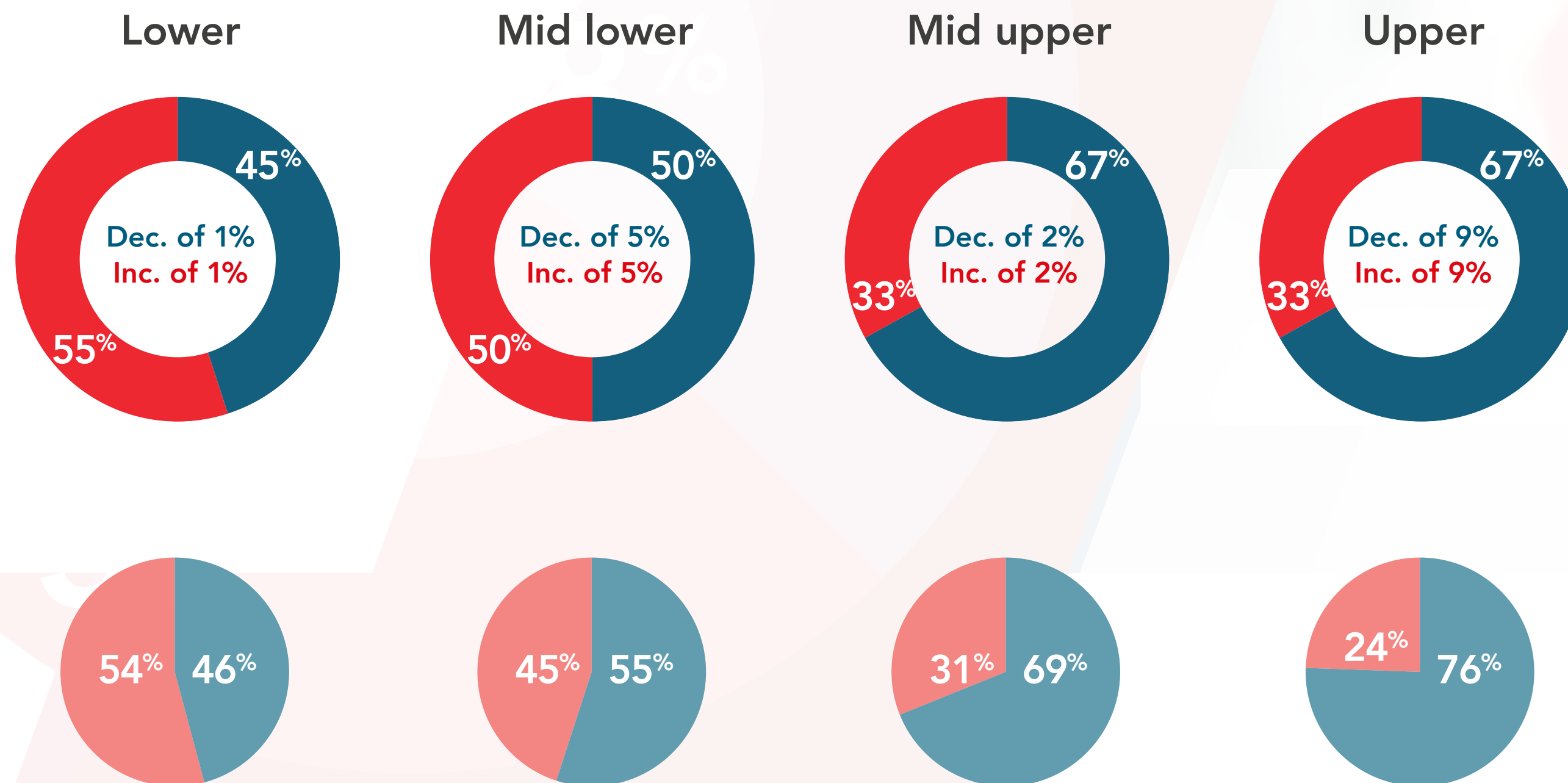
It is the legal requirement to provide men and women equal pay when performing equal work.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from highest to lowest and comparing the middle value. The mean gender pay gap is the difference in average hourly rates that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. The mean gender bonus gap is the difference in average bonus pay received by men and women.

Gender representation by workforce quartile

CNA Hardy, like other companies in the industry, faces an ongoing challenge with the gender imbalance in more senior positions. This is more apparent in our mid upper and upper quartiles:



Our 2024 figures when compared to our 2017 figures, show an increase (**2%**) in female representation in the upper middle quartile and an increase (**9%**) in female representation in the upper quartile.

We remain committed to closing the gender pay and gender bonus gaps overtime and will continue to focus on our talent attraction and development strategies to continue to make progress in this area.

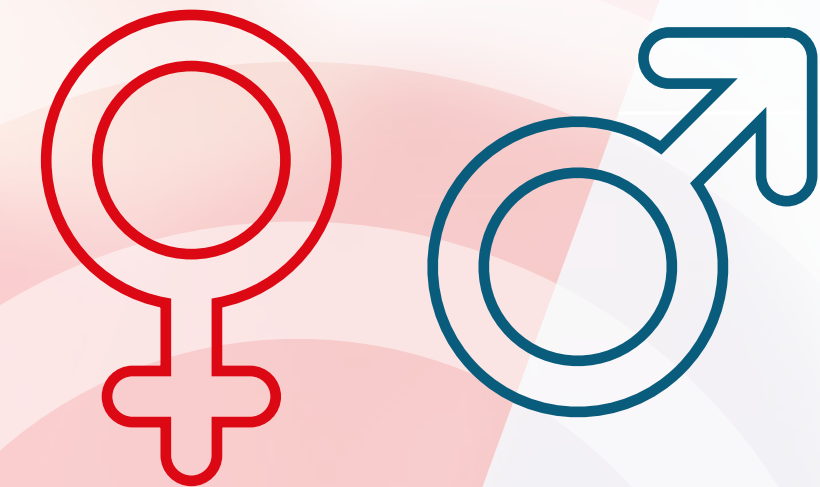
Why does the gap exist?

Whilst we are making continued improvements, the demographic segmentation of male and female employees in the Upper and Mid-Upper categories continue to impact our overall results and this is an area we will continue to focus on.

Taking action to close the gap

- ✓ **Strategic focus:** We recognise and champion the importance of inclusivity in the workplace, so every employee has equal opportunity to excel and do great work. Gender parity remains a strategic focus for CNA Hardy's leadership, the Inclusion Council, and the wider business.
- ✓ **Inclusive policies:** To cater to the diverse needs of our workforce, we continually review our policies to ensure fairness and alignment with market standards. Having already adjusted our maternity leave policy, we have recently also enhanced our paternity leave policy.
- ✓ **Training and development:** We provide resources, information and training for all our people to increase awareness, address biases and share diverse perspectives. This fosters inclusive behaviours and practices across the organisation.
- ✓ **Data Integrity:** We've strengthened the integrity of our data through a focused data collection initiative. This has significantly enhanced both the volume and accuracy of our insights, empowering us to make smarter decisions and implement more targeted, effective solutions.
- ✓ **Talent strategy:** We are proud of our equitable pay practices and our tailored programmes to support career development at all levels. Our ongoing partnership with inclusive recruitment companies and iCAN will help us to enhance our diverse, high quality talent pool. The numbers already reflect the positive impact of these actions, and we expect this trend to continue.

Gender hiring distribution:



Underwriting Business Functions

45%
50%

55%
50%

Recruitment 2nd April 2023 – 1st April - 2024



Female



Male

Legal requirements

Companies with more than 250 employees in the UK are required to report on the following metrics:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile

Declaration

We confirm that CNA Hardy's gender pay gap calculations are accurate and meet the requirements of the Regulations.



Jalil Rehman
CEO and President,
UK & Europe



Lisa Skeels
Executive Board Director,
VP, Head of Human Resources

*We reported on 441 employees, which was our UK employee population as of 01 April 2024 with a split of **43%** female, **57%** male.*