

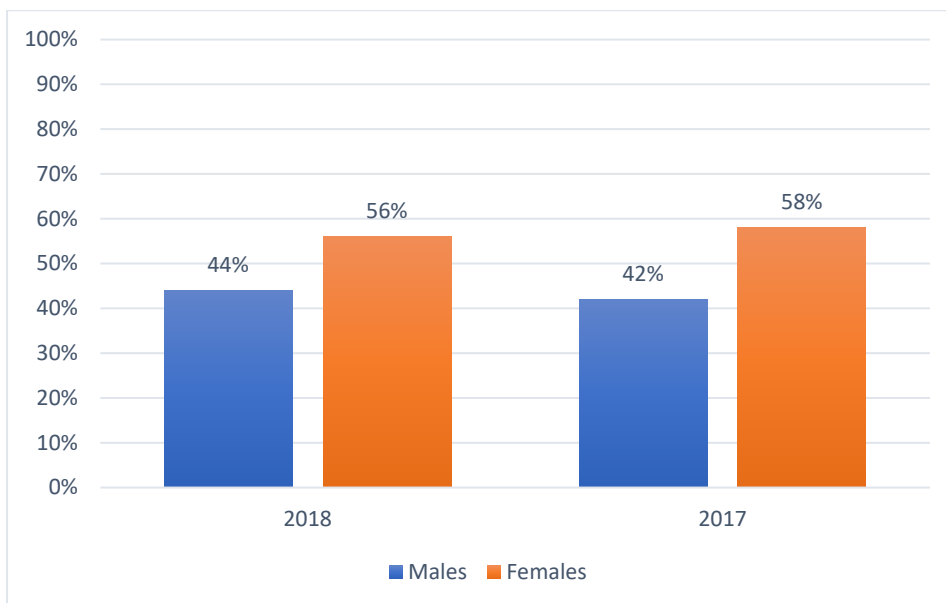
## Eldon Insurance Services Limited

### Gender Pay Gap Report - 5 April 2018

As an employer with more than 250 employees, Eldon Insurance Services Limited are required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017. This year's report shows a snapshot of the overall gender pay gap as at 5 April 2018 based on hourly rates of pay. Also included is the 2017 reporting to show a move in our gap over the period of a year. The figures have been calculated in line with the government regulations and are expressed as a percentage of men's earnings.

We are required to carrying out six calculations that show the difference between the average earnings of men and women within our organisation, these calculations can be seen below:

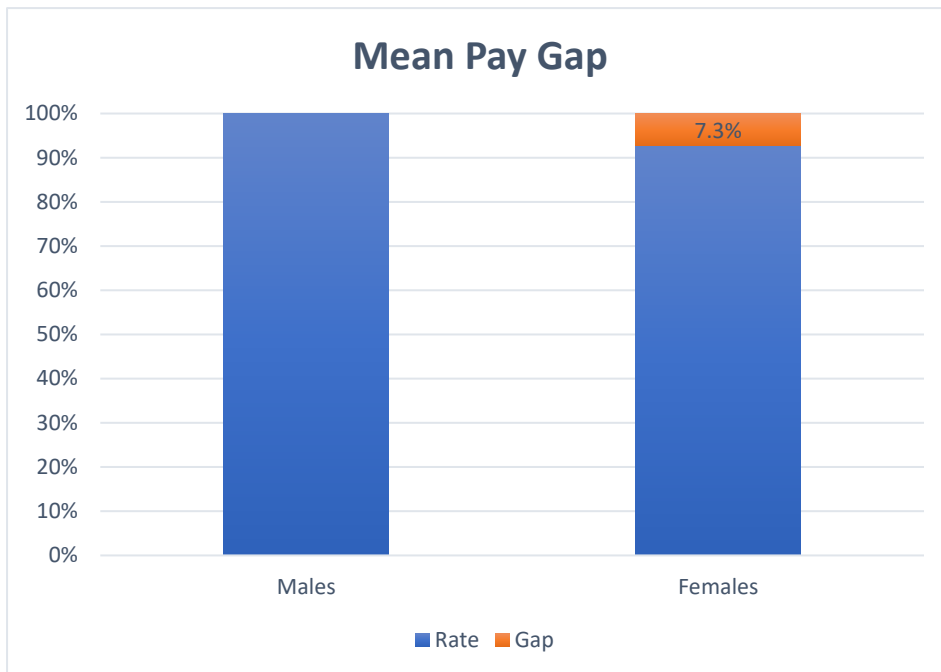
#### Headcount:



#### The pay gap:

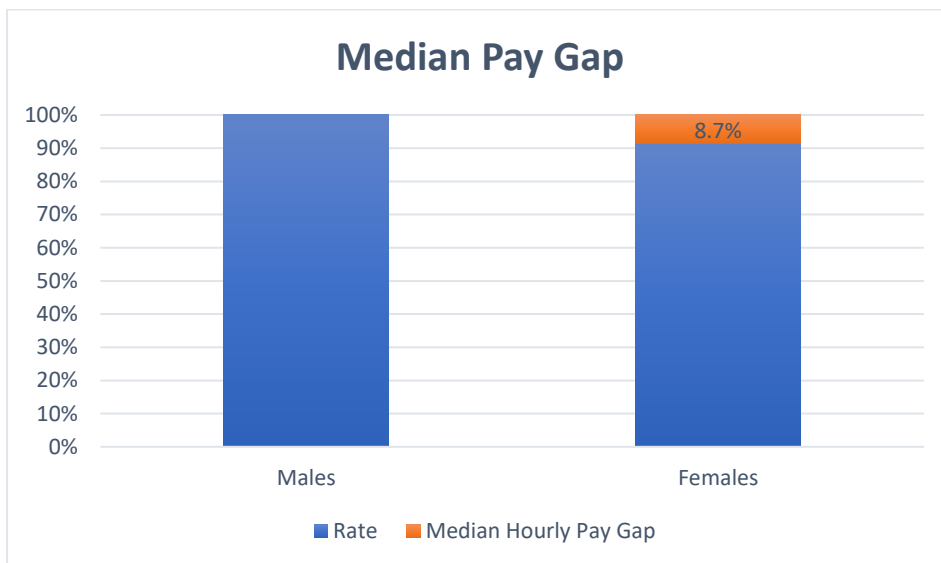
	2018	2017	Difference (percentage points)
Mean gender pay gap	7.3%	32.2%	-24.9%
Median gender pay gap	8.7%	20.0%	-11.3%

## Mean



(Mean: This figure shows the average value of a set of data)

## Median



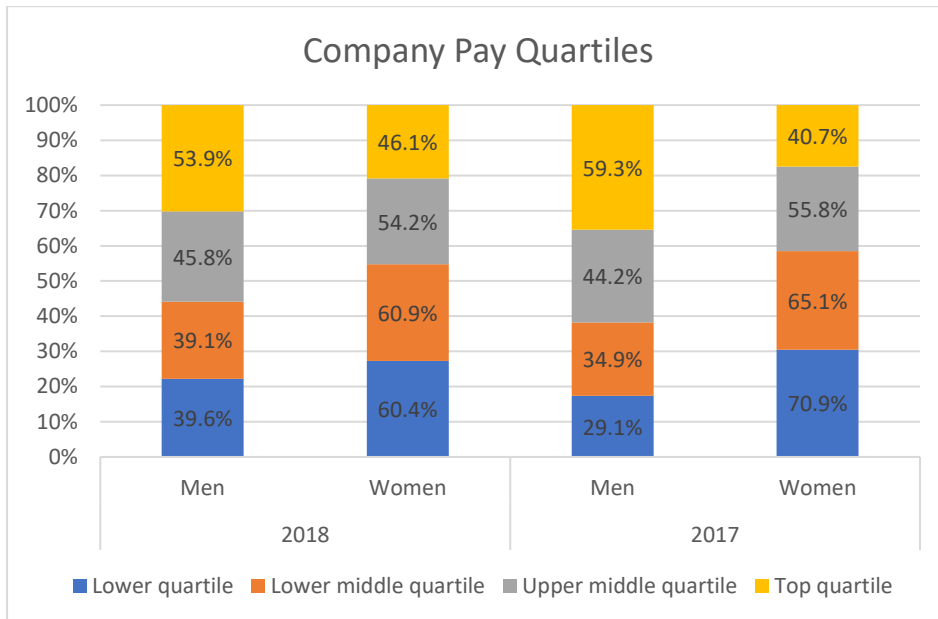
(Median: This figure is the middle figure of values in a numerical order)

## Pay Quartiles

To calculate these figures, we did the following:

- Ranked our employees from highest to lowest paid
- Divided into four equal parts, or 'quartiles'
- Calculated the percentage of men and women in each quartile

	Gender	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
2018	Men	39.6%	39.1%	45.8%	53.9%
	Women	60.4%	60.9%	54.2%	46.1%
2017	Men	29.1%	34.9%	44.2%	59.3%
	Women	70.9%	65.1%	55.8%	40.7%



### The bonus gap:

	2018	2017	Difference (percentage points)
<b>Mean gender bonus gap</b>	23.9%	18.1%	5.8%
<b>Median gender bonus gap</b>	12.9%	23.9%	-11.0%

The proportion of employees receiving a bonus:

	2018	2017
<b>Women</b>	76.6%	27.0%
<b>Men</b>	73.8%	18.3%

## Demographics:

	Gender	Females		Males		Mean Pay Gap
	Criteria	%age of the population	Average Length of Service (years)	%age of the population	Average Length of Service (years)	
2018	Non-Managers	45.1%	3.6	35.2%	4.0	9.3%
	Managers	10.4%	4.9	9.3%	4.9	-2.2%
2017	Non-Managers	50.9%	3.5	34.3%	4.1	24.4%

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. Our aim is to continue the strategies we have in place to further reduce our gender pay gap.

We confirm that the information in this report is accurate.



Liz Bilney

CEO, Eldon Insurance Services Ltd