



HYPERION
INSURANCE GROUP

GENDER PAY GAP REPORT 2019

HYPERION INSURANCE GROUP GENDER PAY GAP REPORT 2019

This report details Gender Pay Gap data taken as at 5 April 2019 from across our UK businesses; Howden, RKH, DUAL, Hyperion X and Hyperion Services Limited.

The data reported shows no improvement in our gender pay gap and that there continues to be a significant difference in both the mean and median pay of males and females across all our UK business units, driven essentially by the lack of women in mid-level to senior roles. In recent years, we have delivered a number of initiatives to help redress the imbalance. And whilst we know it will take some time before we see a meaningful reduction in our gender pay gap, we would obviously like to see evidence of impact sooner. We are steadfast in resolving our gender pay gap and we will work harder to increase the number of women in our mid to senior roles.

As a People First company, we remain committed to building a sustainable and inclusive business. To that end, we will continue to adjust, focus, and readdress the imbalance to improve gender diversity across the Group permanently.

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



David Howden
CEO, Hyperion Insurance Group

HYPERION INSURANCE GROUP GENDER PAY GAP REPORT 2019

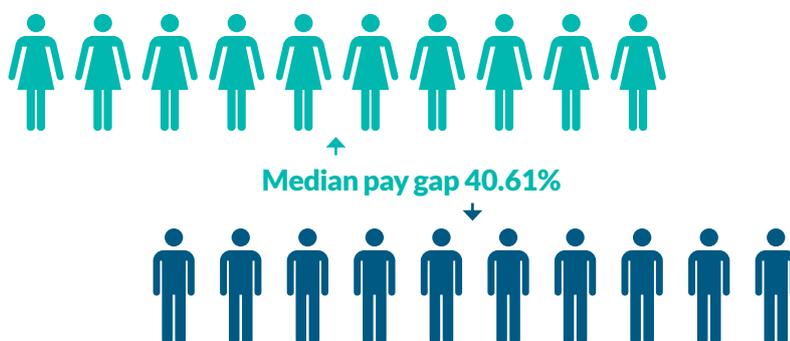
The tables below show our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date (5 April 2019), as well as the bonus pay gap for the prior 12 months to the snapshot date.

Gender pay gap

% difference between men and women

	Median	Mean
2019	40.61%	43.93%
2018	33.99%	41.70%

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



Lower pay quartile

Upper pay quartile

Bonus pay gap

% difference between men and women

	Median	Mean
2019	58.33%	73.57%
2018	57.14%	72.85%

This data shows that both the median and mean bonus gaps have increased slightly since last year.

HYPERION INSURANCE GROUP GENDER PAY GAP REPORT 2019

Proportion of employees receiving a bonus



The proportion of males who receive a bonus has decreased slightly since the last report, whereas the proportion of females who received a bonus has not changed materially.

Gender split of pay quartiles

● Male ● Female

April 2019 Results

Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile



Compared to April 2018 Results

Proportion of females in this quartile **remained** the same

Proportion of females in this quartile **increased** by 0.09%

Proportion of females in this quartile **increased** by 2.71%

Proportion of females in this quartile **increased** by 4.66%

This diagram shows Hyperion has an unbalanced proportion of men occupying higher paid roles, and of women occupying lower paid roles.



HYPERION
INSURANCE GROUP

One Creechurch Place London EC3A 5AF

Tel: +44 (0)20 7398 4888

Fax: +44 (0)20 7645 9398

info@hyperiongrp.com

www.hyperiongrp.com