

GENDER PAY GAP

HOW INSURERS AND BROKERS COMPARE

BROKERS

	Ave gender pay gap	
	2018	2017
Carole Nash	-0.7%	6.7%
Eldon	7.3%	32.2%
First Central	7.4%	3.9%
Acorn	9.0%	3.4%
Swinton	12.2%	13.8%
National Average	14.2%	14.4%
BeWiser	14.9%	10.0%
Complete Cover Group	17.0%	24.0%
One Call	17.6%	18.6%
Saga Services	17.7%	16.4%
Hastings	19.1%	17.4%
Endsleigh	19.6%	24.7%
Insurance Factory	20.8%	22.8%
A-Plan	23.4%	24.3%
Towergate	26.7%	19.8%
Brightside	27.0%	22.0%
BGL Group	27.2%	29.4%
Higos	32.0%	53.0%
Adrian Flux	32.6%	38.0%
Autonet	32.7%	24.6%
Aston Lark	33.7%	31.7%
Industry Average	35.1%	30.4%
Henderson	36.0%	42.5%
Marsh Services	38.2%	35.2%
Aon	39.8%	37.9%
Miller	40.2%	35.6%
Willis	41.0%	45.5%
THB Group	41.1%	41.6%
Hyperion	41.7%	41.2%
PIB Group	42.5%	42.9%
Barbon	44.3%	38.3%
JLT	45.1%	44.1%
ED	46.0%	48.0%
Arthur J Gallagher	50.9%	51.0%
Price Forbes	55.1%	53.0%
Integro	76.6%	75.0%

INSURERS

	Ave gender pay gap	
	2018	2017
HSB Engineering	-8.4%	21.0%
MCE Insurance	12.4%	19.2%
Admiral	12.8%	13.3%
National Average	14.2%	14.4%
National House Building Council	16.7%	17.4%
Direct Line Group	17.1%	18.7%
BUPA	17.5%	19.1%
Allianz	19.6%	20.0%
Lloyd's	19.9%	27.7%
Co-op	22.5%	24.0%
Domestic & General	22.8%	20.5%
Zurich UK	22.8%	27.3%
AXA UK	23.0%	27.0%
LV=	23.6%	28.0%
Esure	25.5%	25.6%
Simplyhealth	26.4%	27.2%
CNA	26.9%	34.1%
AIG	27.0%	29.0%
Prudential	27.1%	29.7%
NFU Mutual	27.1%	27.1%
Aviva UK	27.2%	28.5%
QBE	27.3%	32.8%
Aspen	28.1%	21.7%
Hiscox	28.8%	31.1%
Canopus	29.9%	39.9%
Ecclesiastical	30.6%	30.7%
XL Catlin	31.0%	30.2%
Covéa	31.2%	32.8%
Ageas	31.5%	28.5%
ERS	31.9%	30.7%
Euler Hermes	32.9%	29.0%
Tokio Marine Re	33.0%	33.1%
Travelers	33.1%	30.8%
RSA	33.6%	33.0%
Chubb	33.9%	35.2%
Munich Re	34.2%	59.6%
Industry Average	35.1%	30.4%
Beazley	35.8%	37.0%
Liberty Specialty	36.9%	39.6%
Markerstudy	37.6%	37.8%
FM Global	39.5%	36.2%
Markel	40.7%	39.9%
Barbican	44.6%	45.0%
Western Provident	47.8%	43.5%