


Global service
built around you

North

Gender Pay Gap Report 2020



A portrait of Dawn Robinson, a woman with shoulder-length blonde hair, smiling. She is wearing a dark red, ruffled top and a necklace with a star-shaped pendant. The background is a soft, out-of-focus landscape with green hills and a blue sky.

Dawn Robinson
Global Director
(People)

A Foreword

We do and will continue to do the right thing and have the right people in the right roles. The Gender Pay Gap analysis provides a 'snap-shot' in time on how North is positioned. We raised further awareness over the last 12 months, including a Diversity and Inclusion policy which was launched in January 2020 and we are actively reviewing our reward and benefits to ensure they are also aligned with expectations. We believe we have the right processes, values, behaviours and a supportive infrastructure in place, to allow everyone a fair opportunity to succeed.

What is the gender pay gap?

Gender pay gap reporting is a mandatory duty for organisations in the United Kingdom which have at least 250 UK employees.

Organisations are required to publish and report the following figures:

- The difference in the mean and median hourly pay between male and female employees
- The difference in the mean and median bonus pay between male and female employees
- The proportion of male and female employees who receive a bonus
- The proportions of male and female employees according to quartile pay bands

Is it important to understand difference between the gender pay gap and equal pay:

- Equal pay deals with pay differences between men and women who carry out the same or similar jobs
- The gender pay gap shows the differences in the average pay between men and women, the causes of which can vary enormously

North Group Services employs staff on behalf of the North of England P&I Association which is a leading marine mutual liability insurer. We have 365 employees worldwide, with 286* based at our head office in Newcastle upon Tyne, UK.

OUR UK GENDER SPLIT*



52% Female



48% Male

*As at 31 March 2020

What is our gender pay gap?

DIFFERENCE BETWEEN EARNINGS FOR MEN AND WOMEN

MEDIAN...
Women's median hourly pay is **44.7% lower** than men's



MEAN...
Women's mean hourly pay is **49.9% lower** than men's



DIFFERENCE BETWEEN BONUS PAID FOR MEN AND WOMEN

MEDIAN...
Women's median bonus pay is **48.9% lower** than men's



MEAN...
Women's mean bonus pay is **68.1% lower** than men's

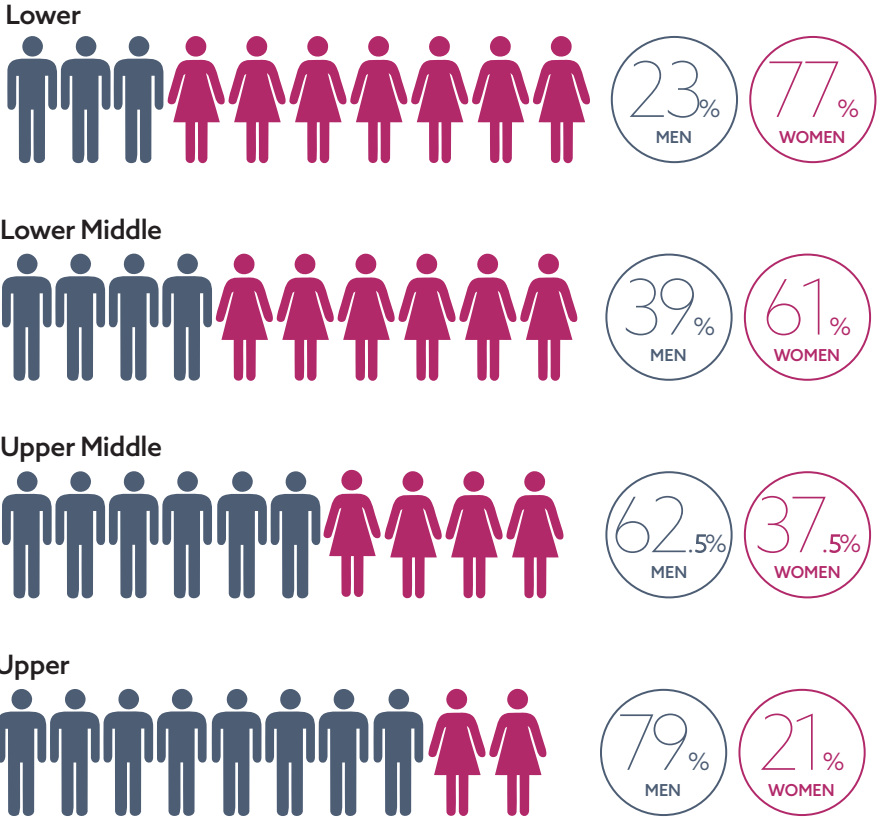


What is our gender pay gap (cont.)

PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUSES



GENDER SPLIT IN PAY QUANTILES



So why do we have a gender pay gap?

As industries, both Marine Insurance and Shipping are traditionally male dominated, and therefore many of our specialised, senior, high paid roles are occupied by males. This is highlighted in the pay quartiles section of the report, which shows that 79% of the upper quartile is male.

The lower quartile and therefore lower paid roles are predominately secretarial, administration and support functions which are primarily occupied by female employees. This is supported by looking at the lower quartile, which shows that 77% are female employees.

We are confident that our approach to pay is impartial. Our internal processes relating to salary, bonus and variable pay elements include a review of external benchmarking and both business and individual performance.

What do we plan to do to close the gender pay gap?

North are committed to having a diverse and inclusive working environment. We are confident that, by continuing and developing the initiatives below, through time our gender pay gap will improve.

- Continuing to monitor and improve both recruitment, pay, and bonus processes, ensuring equal opportunity throughout
- Continuing to provide equal opportunities for career development and progression
- Continuing to provide access to learning for all employees
- Further enhancement of our flexible working policy
- Providing leaders and managers with training including unconscious bias awareness during recruitment and selection to ensure that we are providing equal opportunity for all

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