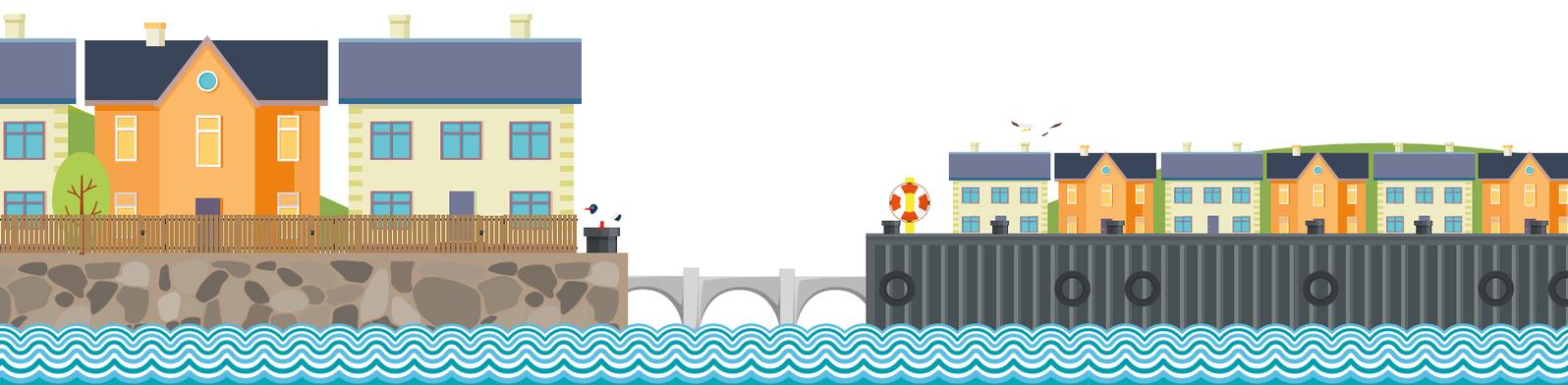


FLOODRE

Gender Pay Gap



GENDER PAY GAP

Diversity and inclusion is of huge importance to Flood Re so we have actively chosen to calculate our gender pay gap and share this internally and externally in the spirit of transparency.

The gender pay gap calculations shows the difference in the average pay between all men and women and are different from equal pay. Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because of their gender.

Our approach

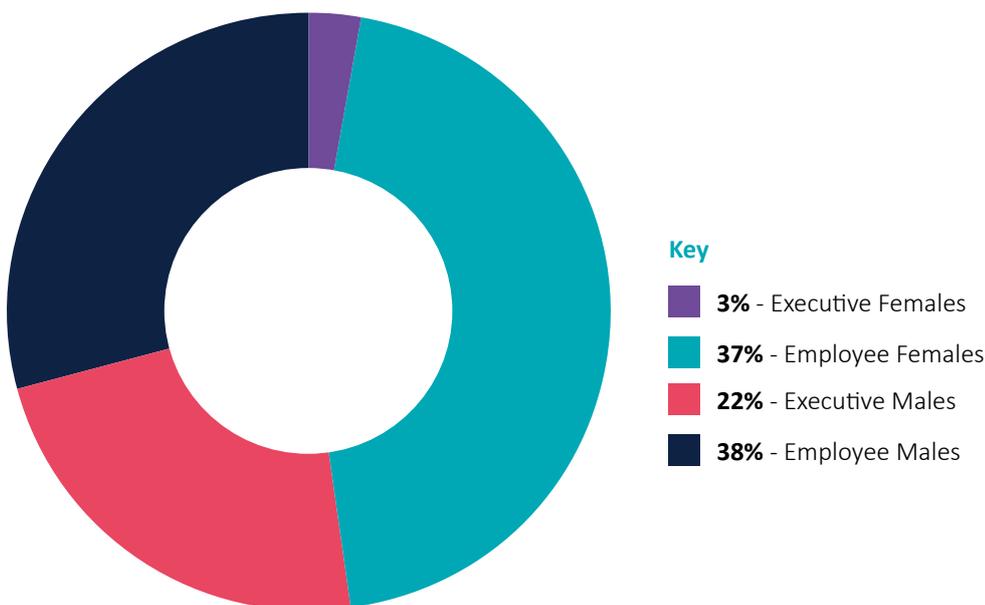
Flood Re has used the snapshot date of **5 April 2019** to calculate our average hourly pay rates and looked at bonus payments over the preceding 12 months. We have done this to make the calculations as relevant as possible, resulting in a real time view of our gender pay gap. At this point in time Flood Re had 31 employees.

Our results

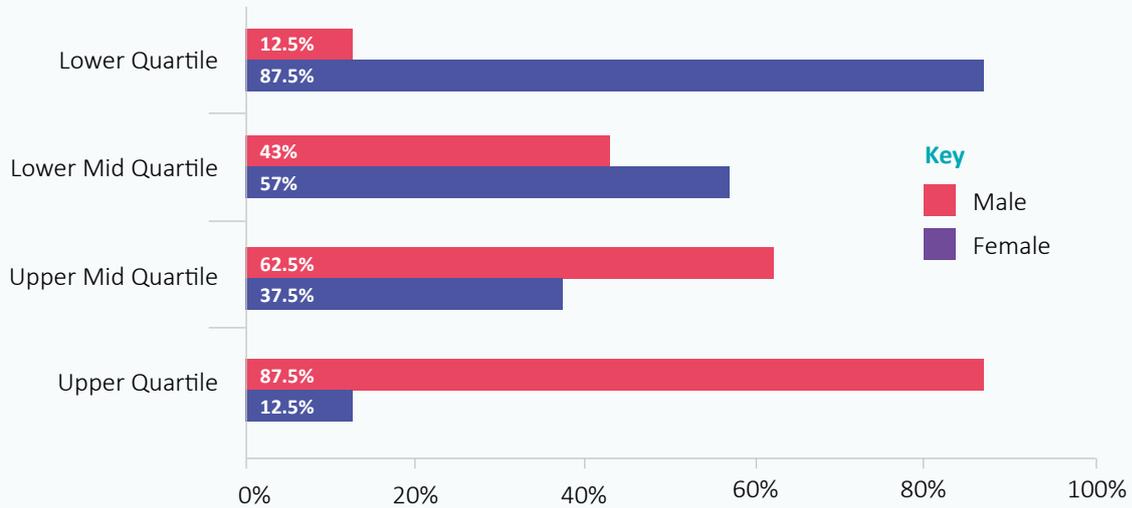
Gender pay gap

Mean pay gap in hourly pay as % of men's pay	51.05%
Median pay gap in hourly pay as % of men's pay	51.73%

Gender split of Flood Re - April 2019



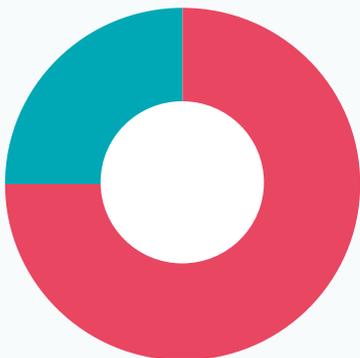
Representation at each pay quartile - Proportion of male & female by quartiles



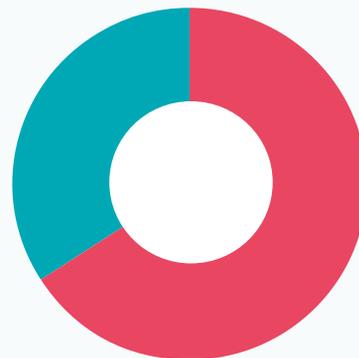
Bonus gap

Mean bonus pay gap as % of men's pay	76.58%
Median bonus pay gap as % of men's pay	83.13%

75% of men recieved a bonus



66.67% of women recieved a bonus



These calculations have been formulated for firms of a much bigger size as within a very small population a small number of outliers have the potential to make a big difference to the overall results.

Within Flood Re, whilst the Executive Committee makes up 26% of our employees, only 12% of our Executive committee is female. We recognise the need to address the gender imbalance within the senior leadership team at Flood Re. This is not a position that can be achieved quickly. Our commitment to the Women in Finance Charter and our targets are unpinned by the actions we will take to endeavour to meet our pledge. You can find our [Women in Finance Charter pledge](#) on our website.