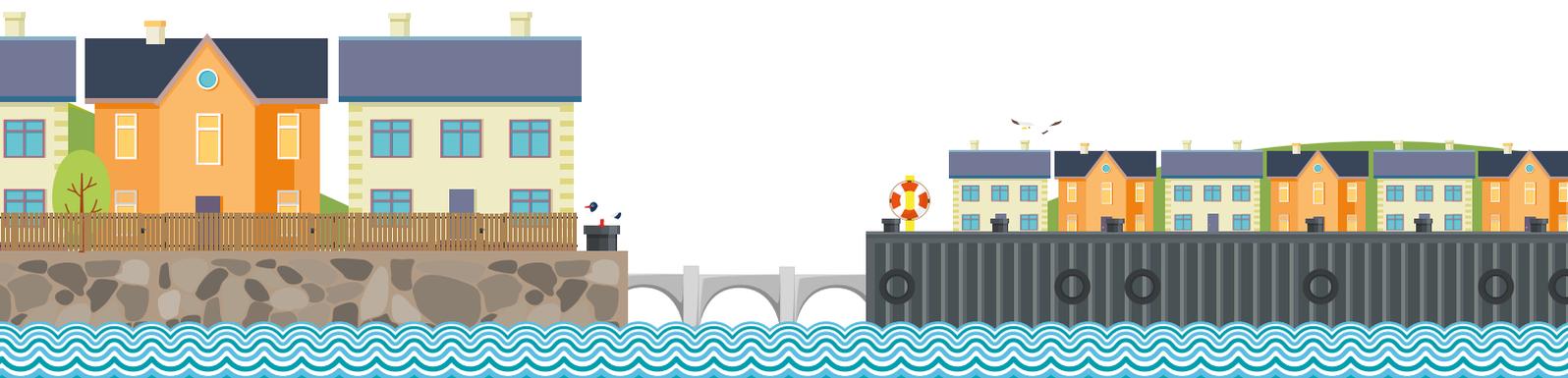


FLOODRE

Gender Pay Gap



GENDER PAY GAP

As a very small employer of only 32 people (as April 2018), Flood Re is not required by law to calculate or publish its gender pay gap information. Diversity and inclusion is of huge importance to Flood Re so we have chosen to share this information 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. Whilst these calculations have been designed for firms of a much bigger size, we have followed a consistent approach. It is important to note that within a very small population, a small number of outliers have the potential to make a big difference to the overall results.

Our approach

At Flood Re, as a new organisation, this is our first opportunity to understand the pay gap within our current employee population. We have therefore taken the opportunity to calculate and publish our 2018 gender pay gap results in advance of the 2019 deadline. We have used the snapshot date of **5 April 2018** to calculate our average hourly pay rates and looked back at bonus payments over the preceding 12 months.

Our results

Gender split of Flood Re - April 2018



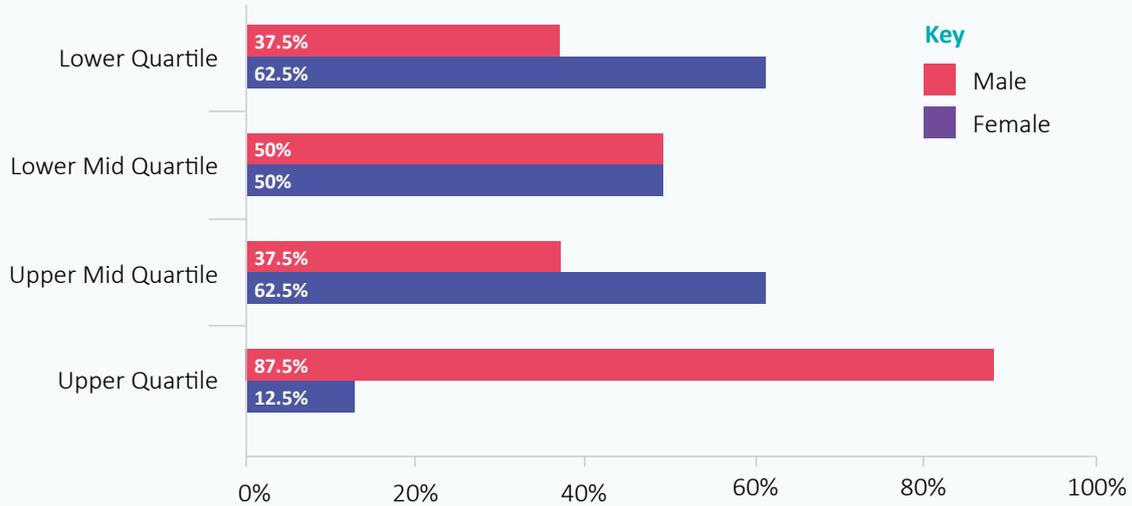
Gender pay gap

Mean pay gap in hourly pay as % of men's pay	43.26%
Median pay gap in hourly pay as % of men's pay	39.08%

Key

- 3% - Executive Females
- 37% - Employee Females
- 22% - Executive Males
- 38% - Employee Males

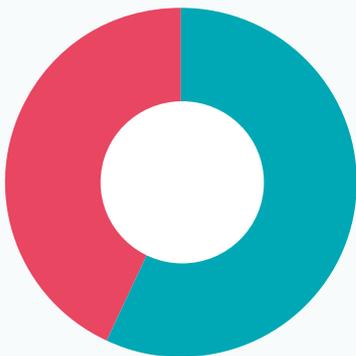
Representation at each pay quartile - Proportion of male & female by quartiles



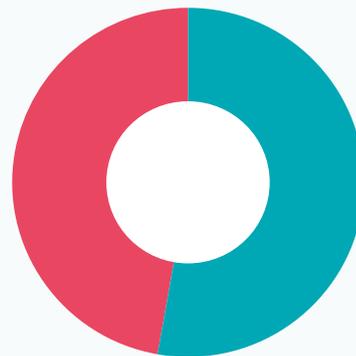
Bonus gap

Mean bonus pay gap as % of men's pay	64.97%
Median bonus pay gap as % of men's pay	52.21%

58% of men received a bonus



54% of women received a bonus



Within Flood Re, whilst the Executive Committee makes up 25% of our employees, only 3% of our employees are female Executives. We are committed to addressing the gender imbalance within the senior leadership team at Flood Re. This is not a position that can be achieved quickly and one of the steps on this journey is our commitment to the Women in Finance Charter, the target we have set and the actions we will take to meet our pledge.

You can find our [Women in Finance Charter pledge](#) on our website.