

Complete Cover Group Gender Pay Reporting 2021

At 5th April 2021, Complete Cover Group report a median gender pay gap of 23%.

In line with reporting requirements, our data reflects the average earnings for all employees – irrespective of their role, seniority or tenure – and is therefore different to an equal pay comparison, which is direct comparison between men and women carrying out the same, similar or equivalent work.

We are confident that our gap is not an equal pay issue, but reflects a higher proportion of males in both senior and sales focused roles. Our sales roles generally carry a higher proportion of variable pay which in turn has impacted our bonus gap.

| | Mean | Median |
|----------------|------|--------|
| Hourly Pay Gap | 26% | 23% |

| % of employees in each quartile | Male | Female |
|---------------------------------|------|--------|
| Upper Quartile | 71% | 29% |
| Upper Middle Quartile | 60% | 40% |
| Lower Middle Quartile | 47% | 53% |
| Lower Quartile | 48% | 52% |

| | Mean | Median |
|---------------|------|--------|
| Bonus Pay Gap | 34% | -11% |

| | Male | Female |
|----------------------------------------------|------|--------|
| Percentage of Employees who received a bonus | 65% | 34% |

We practice equal opportunities and firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act. Recognising we employ more men than women, we will continually explore how we can remove barriers and are committed to improving reported gaps through the following actions:

- Remain committed to equal pay for men and women who perform equivalent jobs
- Seek a greater gender balance during succession planning and recruitment, from using inclusive language in job adverts, through to aiming for balanced shortlists for senior and other male-dominated roles
- Promote flexible working opportunities to support work/life balance and career progression

I confirm that the data on this report is accurate



Signature

Shaun Hooper
 Group Chief Executive Officer
 Published March 2022