

Gender Pay Gap Report

Reminder of our legislative requirements

As of April 2017, government regulations require any organisation that has 250 or more employees in the UK to report and publish their mean and median gender pay gap in hourly pay and bonus. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Companies also have to report the proportion of men and women receiving a bonus payment and the proportion of men and women in each pay quartile.

The gender pay gap is different from equal pay. Equal pay deals with the pay differences 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 they are a man or a woman. In line with the reporting requirements, this report relates to UK employees of AmTrust Management Services Limited Ltd as at 4 April 2020.

Summary of the data and what is driving our gap?

Our data shows a small but positive shift in the right direction (Mean Gender Pay Gap 2019: 41.0%, 2020: 31.2%, Median Gender Pay Gap 2019: 34.1%, 2020 25.3%). Whilst we can take some encouragement from our progress to date, we understand that we still have significant work to do and that real, sustainable change will take time.

We have a gender-neutral approach to pay across all levels of the organisation but our numbers reflect that the majority of senior roles are held by men. In addition women also make up a higher percentage of part time employee numbers.

“To understand the evolving needs of our diverse customer base, we need to truly reflect their diverse talent, views and thinking and that means continuing to create an inclusive workplace and a culture where everyone can thrive.”

Helen Challis, Group Head of HR, AmTrust International and member of the AmTrust Global Executive Diversity Council

Our bonus gap is a function of greater variable pay at more senior levels (primarily occupied by men), although it is also impacted by the bonus calculation not taking into account bonuses for part-time workers (who are mainly women) being pro-rated. Although the part-time working pattern has a negative impact on bonus gap figures, we remain determined to support flexible working where we can.



“As a company, we acknowledge the gender pay gap and the underrepresentation of women in senior manager positions. AmTrust globally is committed to fostering diversity and inclusivity in every aspect of our business and making AmTrust an organisation where everyone can thrive.”

Peter Dewey, CEO AmTrust International and member of the AmTrust Global Executive Diversity Council

What are we doing to address our gender pay gap?

- We have created and launched a Global Executive Diversity Council, which includes AmTrust International CEO, Peter Dewey and Group Head of HR, Helen Challis, to drive the change required across all businesses and locations.
- We mandated “Unconscious Bias” training for all senior executives across the business
- AmTrust have created dedicated learning paths delivered through AmTrust’s online learning platform, AmU, encompassing Diversity, Inclusion and Belonging, Skills for Inclusive Conversations, Communicating about Culturally Sensitive Issues, Communicating across Cultures and Bystander Training: From Bystander to Upstander.



Peter Dewey
Chief Executive Officer, AmTrust International

- AmTrust celebrated International Women’s Day, supporting initiatives to champion gender equality and challenge stereotypes and bias. A panel discussion including, AmTrust International Group Head of HR, Helen Challis, discussed the talent and skills needed for the workforce of tomorrow. The debate was broadcast live via Amtrust’s intranet platform, AmConnect.
- AmTrust is launching support networks - the first of which is AmTrust Women’s Network – to foster inclusion, equality and fairness for all employees and encourage the next generation of talent across our business.
- We have hosted a number of education and information campaigns and interactive challenges on the AmTrust well-being platform, AmWell, including: Diversity: developing awareness, appreciation, action, and accountability, Women’s History Month, International Women’s Day, Diversity: Blind spots and biases and the art of being an ally.
- We recruit and promote people to roles based entirely on talent and merit, regardless of gender, age, race, marital status, sexual orientation, disability, gender identity, or religion and belief. The language and activities we adopt in our recruitment process are reflective of our inclusive culture.

We’re confident that our continuing efforts will not only reduce our gender pay gap but, will also help us meet our wider diversity and inclusion aspirations - ensuring that people with wide-ranging backgrounds and perspectives will have the opportunity to use their talents to the full at AmTrust.



Hourly Pay Rate

Average hourly rate of pay for male/female employees:



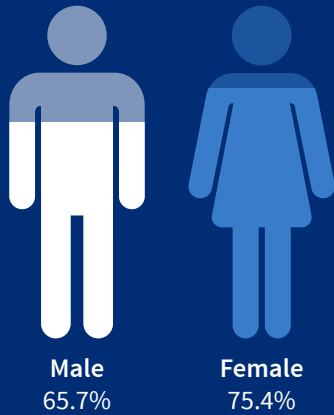
Mean Gender Pay Gap 31.2%



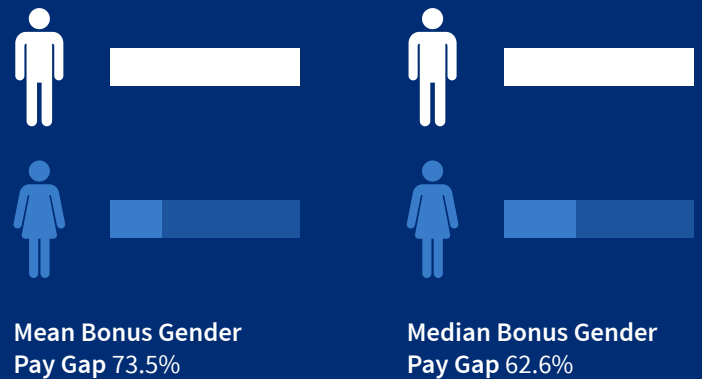
Median Gender Pay Gap 25.3%

Bonus Analysis

Proportion of male/female employees receiving bonus:

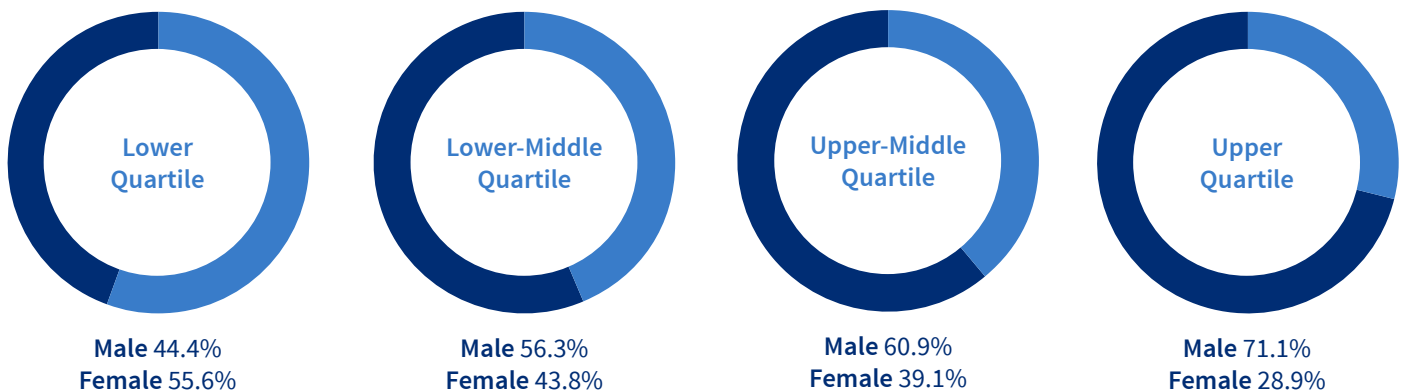


Average bonus for male/female employees who received a bonus:



Quartile Analysis

Percentage of male/female employees in each pay quartile:



Note: When calculating the mean and median bonus gap, the regulations do not allow for making full-time or full-year equivalent comparisons for employees whose bonuses are pro-rated for part-time working or maternity leave. As these employees will disproportionately be women, this can have a significant impact on the bonus gap. Unlike for the hourly rate calculation, there is also no mechanism for pro-rating for the period to which the bonus relates.



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