

GENDER PAY GAP REPORT
2017

CLAIMS
CONSORTIUM
Awards 2017





Executive Summary

Claims Consortium Group is a company built on a strong foundation of values and at the heart of our business are our company values “What Really Matters”. We use these values to put Claims Consortium Group at the forefront of society. Claims Consortium Group is comprised of three companies. We are only obliged to report on one of these companies- Property Consortium UK Ltd due to there being in excess of 250 employees at this company. However, we have chosen to also report the figures for the total Group in order to be 100% transparent.

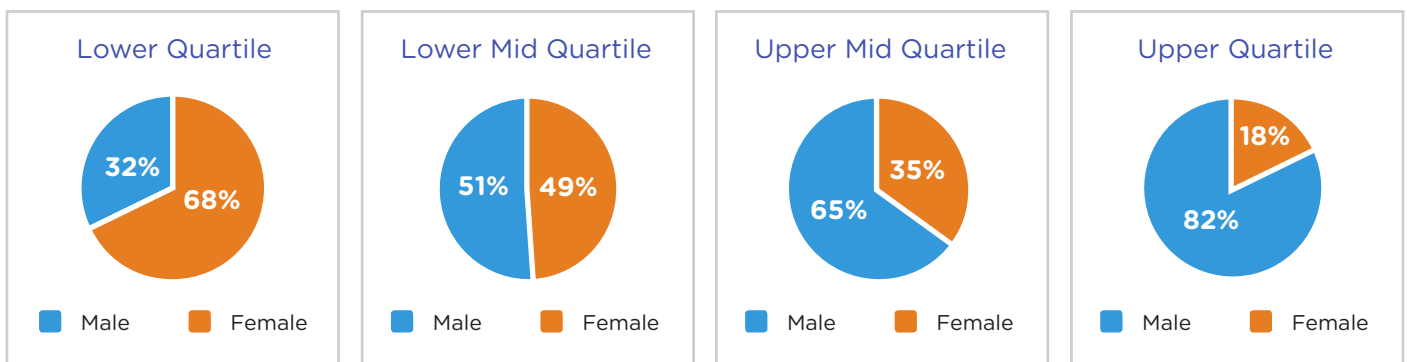
We have been recognised as a company who have won awards for our Diversity & Inclusion policies and have been listed on the Sunday Times Top 100 companies to work for in two consecutive years.

We are committed to ensure that we remove any perceived social barrier for every individual who works for us.

The median gender pay gap, which is the difference between the average amount that men and women are paid, at Property Consortium is 16.4%. This is better than the UK average but we know we still have work to do to build a truly inclusive workforce reflective of modern society.



Pay Quartiles



These figures show that whilst we have an overall ratio of male/female staff of 53:47 respectively, a large proportion of our female employees are in the lower or mid-lower quartiles.

We are taking steps as a company to address this including in-house bespoke leadership development programmes and case studies of our current female leaders.

For the whole Group, the figures are:

- Lower Quartile – Male 32% Female 68%
- Lower Middle Quartile – Male 54% Female 46%
- Upper Middle Quartile – Male 61% Female 39%
- Upper Quartile – Male 87% Female 13%

Pay and Bonus

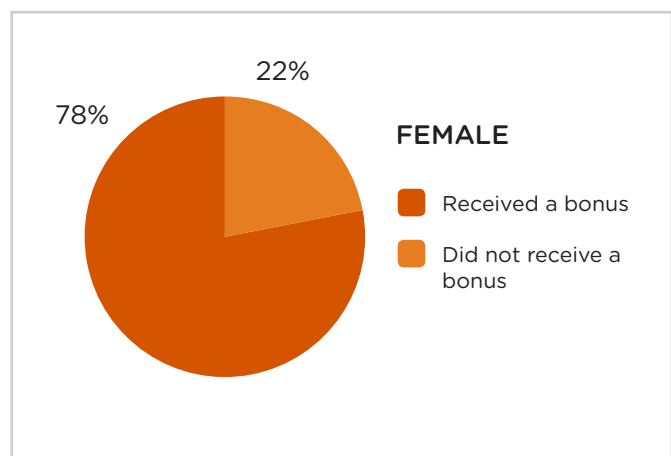
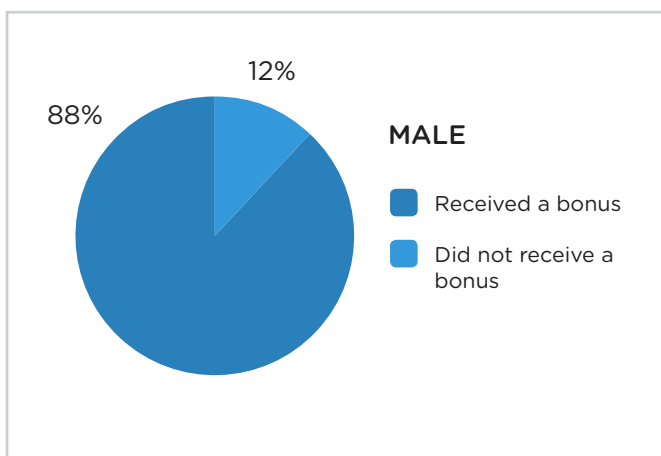
The figures (right) show the mean and median % difference between male and female pay as well as bonus payment.

For the whole Group the pay and bonus figures are:

- Mean Gender Pay Gap – 32.6%
- Median Gender Pay Gap – 17.2%
- Mean Bonus Gender Pay Gap – 85.3%
- Median Bonus Gender Pay Gap – 21.4%

	MEAN	MEDIAN
PAY	26.2%	16.4%
BONUS	57.6%	20.8%

Below are the figures relating to bonus pay showing the proportion of males and females who were in receipt of a bonus payment.



For the whole group, 88% of males received a bonus payment and 78% of females received a bonus payment.

It is not unequal pay that is driving the gap in our pay and bonus payments. Employee pay is constantly reviewed and we often amend pay policies to ensure we are offering fair pay to all regardless of gender.

Our gender pay and bonus gap is driven by:

- Fewer women in senior leadership roles
- More women in lower salaried-roles
- More women than men in part-time roles

Actions

We are committed to creating a diverse and truly inclusive workplace which brings out the best in our people. The gender balance forms an important part of this commitment. We are taking focused actions in the following areas:

Attract and Develop Female Talent

In 2017 we received 331 applications for jobs roles at every level of the company. Of these 97 were female applicants. The most senior position we advertised for was a Finance Director and we received 41 applications of which 2 were female.

We are working with local networking groups and support functions to identify key areas in which we can improve the service we give to all employees. We have already implemented enhanced flexible working schemes to allow employees to fit work around their lives with greater ease. Traditionally the 'fix' was to become part-time but there are better and more creative options now to allow this.

Leadership Programme

We have created a bespoke leadership program with the Institute of Leadership & Management to help us develop employees in the lower and mid-lower quartile of Claims Consortium into higher leadership positions.

I can confirm that the information and data provided is accurate and in line with mandatory requirement. James Chatterjee, Group Finance Director



Debbie Mawer
DIRECTOR OF PEOPLE & CULTURE

"I believe no company has made a conscious choice to either employ or not employ someone based on gender. We definitely haven't.

What we have is more likely the result of lots of sociological and cultural factors over many years which has led to some businesses and industries being typically male dominated.

We advertised three IT roles in 2017 and received 92 applications. Only 8 of those were female. We need to be responsible and commit to changes that can change this landscape.

With the technology now available to us we can offer truly flexible working which can remove the traditional barriers".