

AIG Life Limited

An  company

# UK Gender Pay Gap **2021**





**AIG is committed to fostering diversity, equality, fairness and inclusion for all its employees. We are working to reduce our gender pay gap and to maintain gender parity in our leadership pipeline.**

AIG encourages a diverse, equitable and inclusive workforce and supports the advancement of women across its footprint. To see Gender Pay Gap analysis of AIG's other UK entities, click [here](#) for AIG UK and [here](#) for Talbot.

This is the third year that AIG Life has had over 250 employees and is required to report its gender pay gap. In 2021, we continued our internal analysis, discussed what we had found, agreed how we would maintain and improve our position and shared our findings with employees.

The analysis of our gender pay and bonus gaps on 5th April 2021 shows AIG Life was almost at gender parity as a result of the high number of women we have in senior positions. We continue to hire the most qualified people at AIG Life based on their talents and have a flexible working approach for all employees, to maintain our culture of success, reward, opportunity and work life balance.

## Our Pay Strategy

AIG is confident that men and women are paid equally for doing equivalent jobs across our business. We will continue to ensure our policies and processes are fair to all employees. This includes an annual review of our remuneration policy by our Remuneration Committee. We employ tools and practices that enable us to benchmark our total remuneration against our chosen markets/ peer group to ensure that our offerings are fair and competitive in the market.

We work hard to develop, recognise and reward the contribution of all our employees. In this competitive market for talent, we strive to attract highly motivated people, keep them engaged and help them achieve their career aspirations.

## Recruitment, Promotion and Succession

We appoint people to roles based entirely on talent and merit, regardless of age, race, gender, 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 have worked with external agencies and partnerships to ensure that our candidate pools are as diverse as possible. We have measured goals to ensure that candidate pools for both early careers and senior appointments have gender balance. We also measure gender balance for appointments and succession planning for key roles.

## Diversity, Equity & Inclusion

Through our diversity, equity and inclusion (DE&I) framework, BeingYou@AIG, we are creating a workplace that nurtures inclusivity, where everyone feels they belong and can bring their whole authentic selves to work.

As we continue to follow a strategic roadmap towards greater inclusivity, our initiatives focus on all aspects of inclusion, rather than solely on gender balance. BeingYou@AIG activities include:

### Education and Awareness

We continued to promote opportunities for our managers and employees to increase their inclusive awareness through initiatives like monthly DE&I focused communications and ambitious events run by our employee resource groups (ERG).

In January 2021, we empowered employees to grow our inclusive culture by launching the Diversity Council. Its purpose is to lead action and recommend improvements to foster a culture of inclusion. The Council has so far led town halls, listening groups, mentoring initiatives, while inputting into 2021 strategy and goals.

We ran an ambitious 230+ events through our ERGs during 2021. With the support of our ERGs, we have also recently launched a Menopause guide to support employees experiencing menopause and raise awareness with their managers and colleagues.

After all of our executives and HR team received training on racial sensitivity and inclusive leadership, we commenced the roll out of Conscious Inclusion training for Managers.

### Development and Mentoring

We continued to provide development for high potential senior women through AIG's global Women's Executive Leadership Initiative. Leadership Connection, a global networking and development forum, has also been launched to provide ongoing development for senior women.

At the mid-level, our third UK/EMEA cohort of the Accelerated Leadership Development programme for under-represented talent is underway and we are already seeing progress with a high retention rate of 88% and 39% of participants from the first two cohorts being promoted. And we continued our partnership with Everywoman, to provide online development for all junior to mid-level employees, not just women, through leadership focused webinars, podcasts, workbooks and articles.

### Parental and Caring support

Our parental toolkit continues to provide our employees and managers with online support for parents before, during and after parental leave and is additionally supported with new monthly informational webinars. We are also partnering with CityParents to provide resources, webinars and support groups to parents and carers. We continued to promote flexible working through webinars for employees and focused manager training.

### Career break returner support

We continued to offer mentoring for individuals returning from a career break.

## What is the Gender Pay Gap?

UK government legislation requires employers with 250 staff or more to publish statistics outlining the difference between the average pay of male and female employees. The analysis is based on data as of April 5 every year.

Companies must disclose the gender pay gap and the gender bonus gap based on mean and median averages, the proportion of men and women that receive a bonus, and the proportion of men and women in each quartile.

This is different to Equal Pay, which legislates that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay men and women differently for performing the same job. Bonus pay for the purpose of gender pay gap reporting includes any rewards related to profit-sharing productivity, performance, incentive or commission.

# UK 2021 Gender Pay Gap Report

## Pay Gap

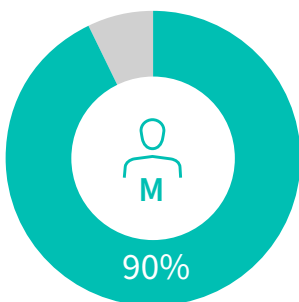
The percentage difference in pay between men and women

	Mean				Median			
	2021	2020	2019	2018	2021	2020	2019	2018
Hourly fixed pay	4%	4%	4%	-4%	0%	1%	7%	-4%
Bonus paid	12%	33%	28%	27%	10%	18%	2%	-2%

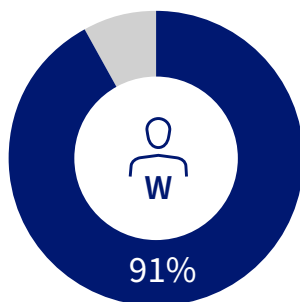
Our policy and culture of inclusivity and flexible working, regardless of gender, continues to have a positive impact on our mean and median hourly pay across all levels of the business. AIG Life’s median pay difference in 2021 moved in women’s favour and reduced from 1% to 0% – meaning there is no pay gap in favour of either gender.

The bonus gap between men and women also significantly reduced. It is attributed to there being a change in the proportion of females with prorated annual bonus targets, most likely because they were part-time workers, on an unpaid leave of absence or were not entitled to one, having recently joined the company.

## Employees Awarded a Bonus



● Bonus ● No bonus

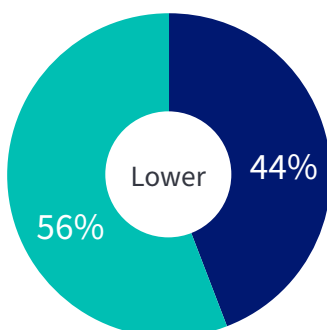


● Bonus ● No bonus

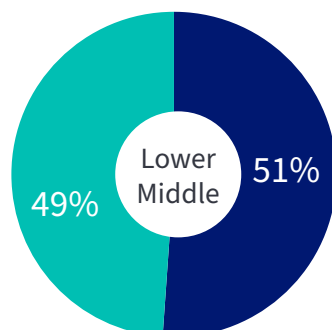
The proportion of male and female employees receiving a bonus fell compared with last year. 2020 into 2021 was an exceptional year when all employees received a \$500 recognition grant from parent company AIG to support employees during the COVID crisis.

## Pay Quartiles

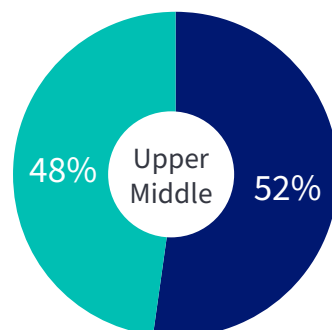
Quartiles are calculated by ranking hourly pay for each employee from highest to lowest. The list is then divided into four equal sized groups of men and women. The graphs below show the percentage of men and women in each group. This data shows that we have more senior men than women in higher paying roles.



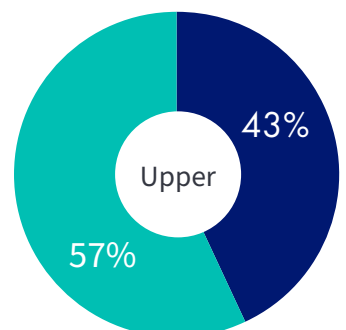
CHANGE FROM 2020  
+1% ↑ ↓ -1%



CHANGE FROM 2020  
-3% ↓ ↑ +3%



CHANGE FROM 2020  
-1% ↓ ↑ +1%



CHANGE FROM 2020  
-4% ↓ ↑ +4%



## What we are doing to address this:

- Maintain a diverse, equitable and inclusive recruitment selection process
- Introduce a requirement for a diverse panel in recruitment and slate
- Remove reference to cultural fit to reflect the diverse perspectives of our society
- Continue to promote the development opportunities available to employees that maintain inclusivity and a gender balance. This includes the Accelerated Leadership Development programme which continues to be tailored towards women and undeveloped groups
- Expand our inclusion training for employees and roll out training for managers including inclusive hiring and flexible/agile working topics
- Continue to encourage flexible working and caring for all employees
- Continue to actively promote our parental leave policy for all parents through improved communication and awareness
- Continue to provide a support programme for all employees returning to work after a career break
- Participate in a returnship pilot encouraging experienced workers to join our company after taking a career break
- Actively encourage colleagues at all levels to mentor and coach employees
- Actively encourage leaders to get involved in career development sponsorship
- Encourage experienced professionals to share how our culture and policy have allowed them to progress
- Spotlight on internal talent to encourage and support individuals seeking their own career path
- Continue to support and promote our Employee Resource Groups with their valuable contribution they make to our inclusive culture
- Continue to be involved and invest in the wider promotion of inclusion and gender balance in the insurance industry, for example through our commitment to the Chartered Insurance Institute's Insuring Women's Futures, the ABI Talent & Diversity Network, and the Women in Protection network

At AIG Life, we are confident that men and women are paid equally for doing equivalent jobs. It is encouraging to see our median gender pay gap has narrowed towards parity. There remains an opportunity for further improvement and we are committed to investing in activities that will enable more women to continue to reach senior positions. We continue to build on the great work achieved through our BeingYou@AIG framework to increase inclusivity at all levels of the organisation.

We confirm that the information in this report is accurate.



**Phil Willcock**  
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Head of HR & Development, AIG Life

