

# Somerset Bridge Group

## 2021 Gender Pay Gap Report



### Introduction

As an employer with more than 250 employees, Somerset Bridge Limited is required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

However, this report shows an overall snapshot of the Somerset Bridge Group Limited gender pay gap as at 5 April 2021 based on hourly rates of pay. The figures have been calculated in line with gender pay gap reporting legislation and are expressed as a percentage of men's earnings.

We are required to report on the following measures to show the difference between the average earnings of men and women within our organisation:

1. % of men and women in each hourly pay quarter
2. Mean gender pay gap using hourly pay
3. Median gender pay gap using hourly pay
4. % of men and women receiving bonus pay
5. Mean gender pay gap using bonus pay
6. Median gender pay gap using bonus pay

### Covid-19

We have continued to manage our business throughout the Covid-19 pandemic, successfully moving all our employees to home working during the first UK-wide lockdown, and subsequently moving to a hybrid working model as the pandemic has evolved; whilst continuing to support our customers and brokers and keeping the safety of our colleagues at the forefront of our approach.

## Diversity at Somerset Bridge Ltd

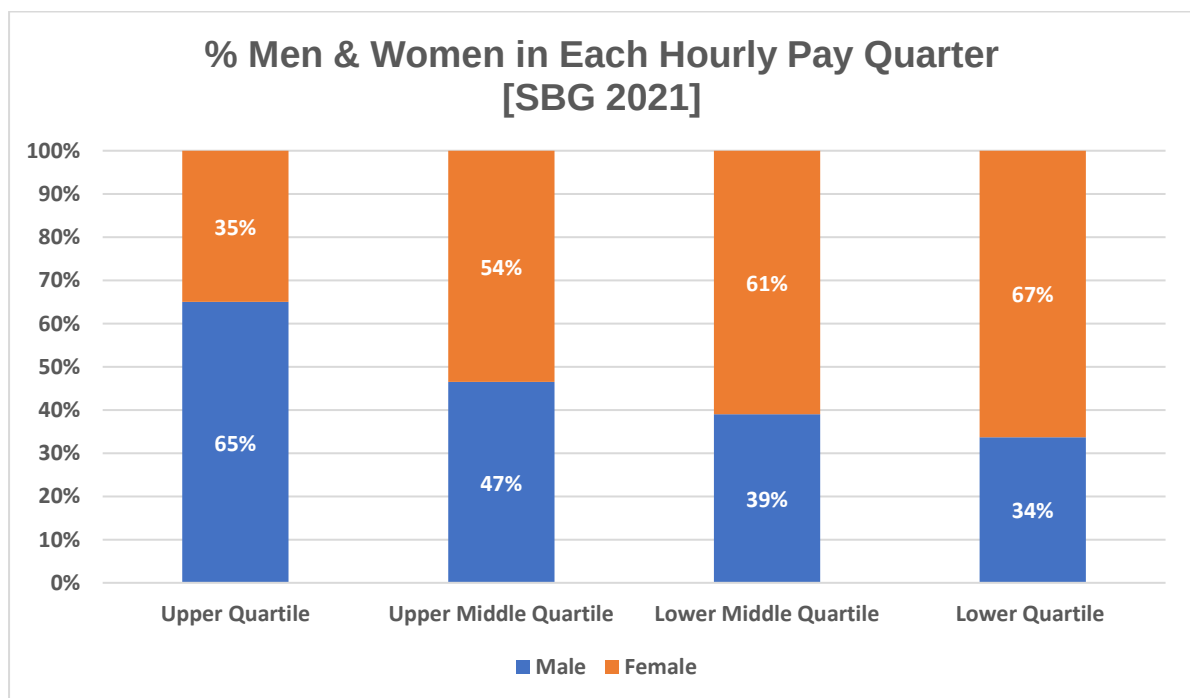
As a multinational company, we welcome and encourage diversity as part of our fair and transparent culture. We consistently ensure that equal opportunities are afforded to both male and female employees with 54% of our workforce being female.

We are committed to ensuring that male and female employees are being paid the same to carry out work of equal value and through regular reviews, we are confident that we do not discriminate on the basis of gender or any other factor.

## Gender Pay Gap Calculations

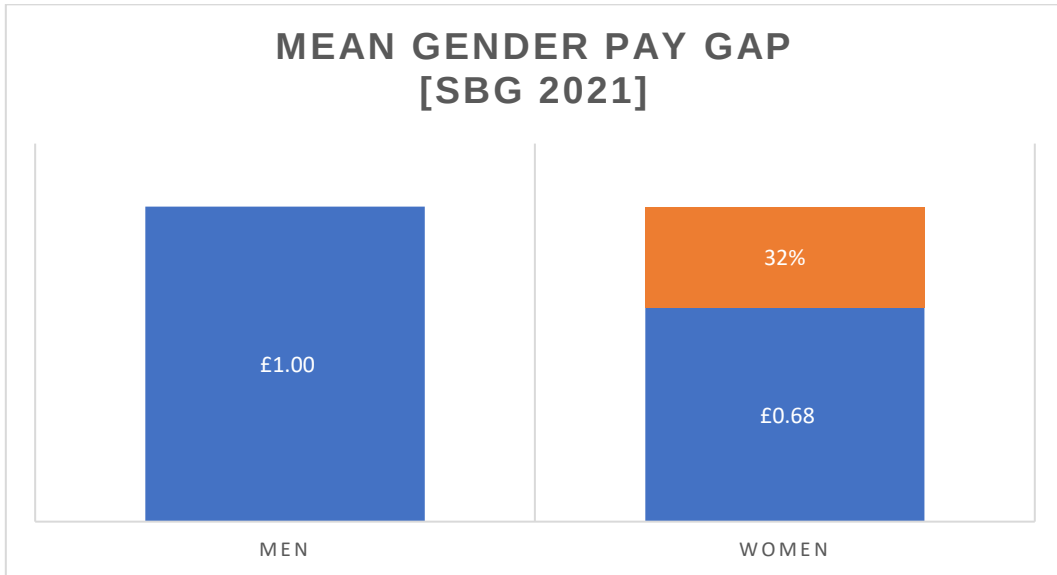
### 1. % of men and women in each hourly pay quarter

The proportion of men and women in the lower, lower middle, upper middle and upper pay ranges.



**2. Mean gender pay gap using hourly pay**

Difference between average hourly earnings of men and women.

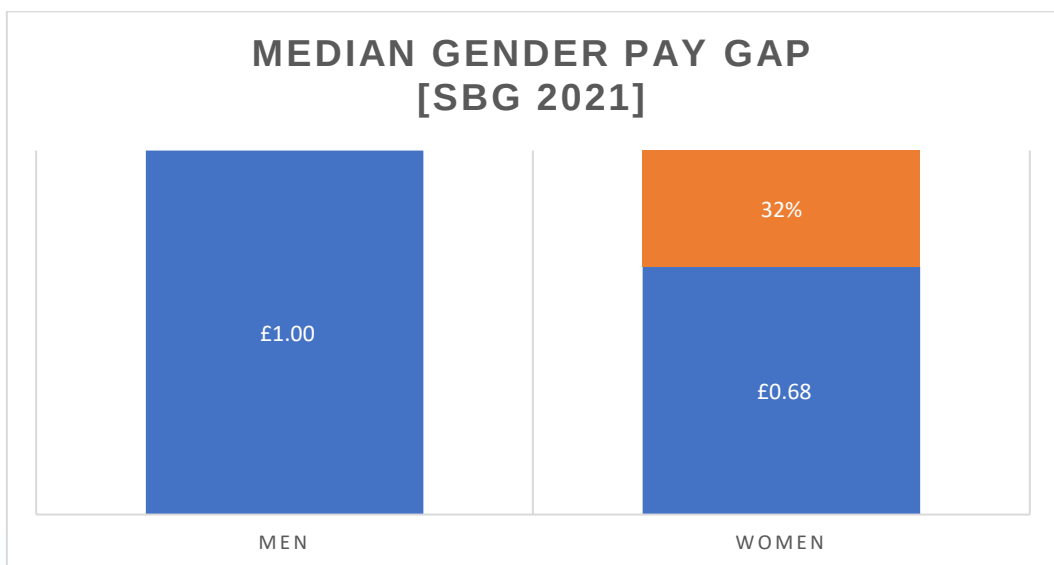


Mean (Average) Hourly Pay for Males: £24.78

Mean (Average) Hourly Pay for Females: £16.86

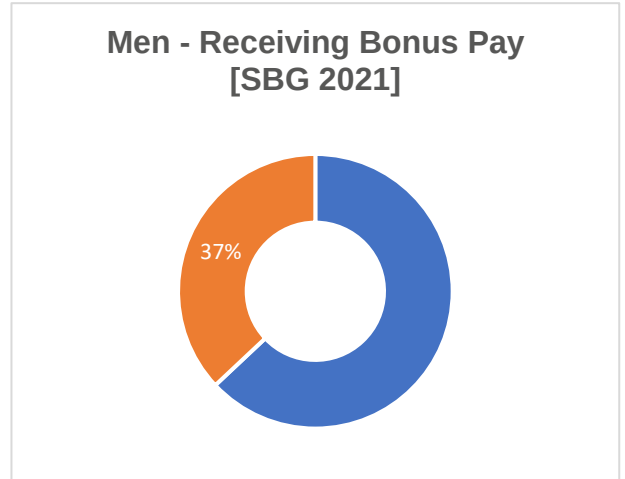
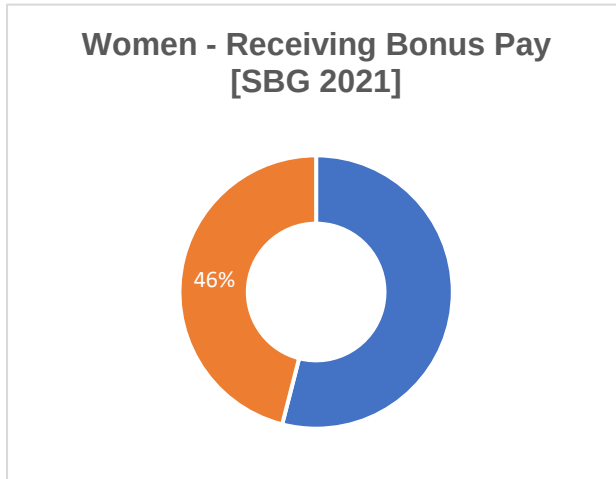
**3. Median gender pay gap using hourly pay**

Difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from lowest to highest and picks the middle point.



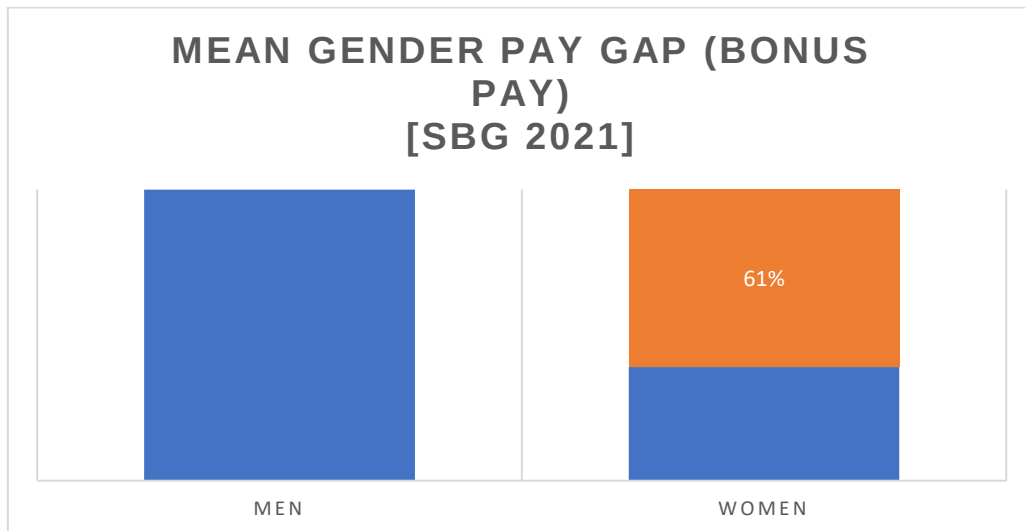
Median Hourly Pay for Males: £14.39  
Median Hourly Pay for Females: £9.85

4. % of men and women receiving bonus pay



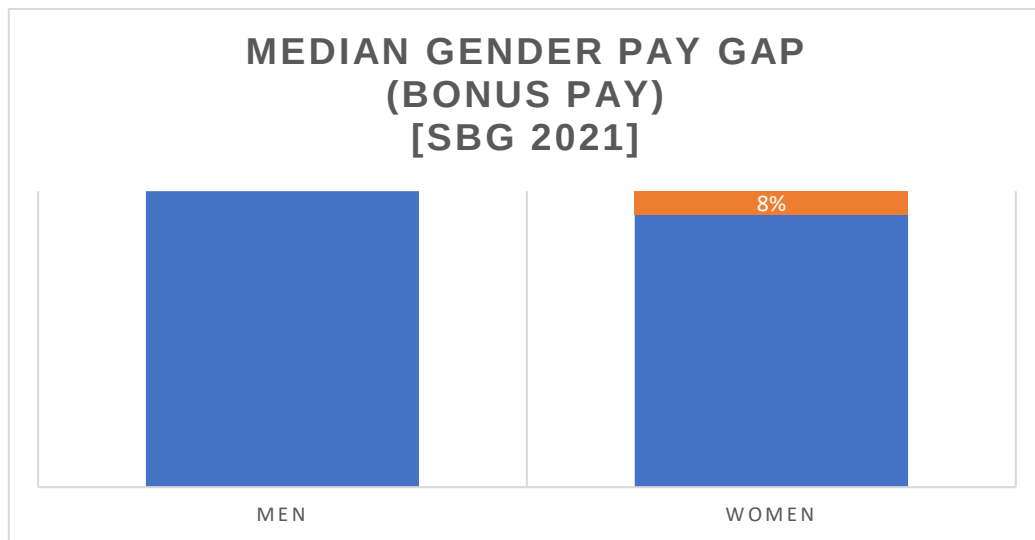
5. Mean gender pay gap using bonus pay

The difference between the average bonuses paid to men and women.



## 6. Median gender pay gap using bonus pay

Difference between the midpoints in the ranges of bonuses paid of men and women, lines up all the bonuses paid in that sample in order from lowest to highest and picks the middle point.



## Conclusion

Whilst we continue to have a gender pay gap, we emphasise that there is equal opportunity and equal treatment for all employees at the Company, in line with the Equality Act 2010.

Our analysis shows that whilst men and women are paid equally for equal roles, the gender balance across our organisation is unevenly distributed.

Changes have been made to our family friendly policies in 2021 and our new hybrid working model allows for more flexible working and better work/life balance for all employees. In addition, we have reviewed our Equality and Diversity policy and keep this at the forefront of everything we do.

Our focus is to ensure that we continue to live by our Company values, making continuous improvements in our people practices to ensure all our employees are given opportunities to unleash their full potential.