

Canopus Services Ltd.
Gender Pay Gap Report 2019



Introduction from the Chairman

I am pleased to report progress in our third Canopus Managing Agents Gender Pay Gap Report.

At our core, we wish our employees to flourish as individuals, and that requires an open-minded business that does not differentiate between the way that men and women are able to progress at Canopus.

Throughout 2019, we made changes that resulted in a further drop in our mean salary gap and an increase in female representation at the highest levels of Canopus. We also improved our family-friendly policies through our approach to maternity, paternity, and shared parental leave, and parents returning to the workplace.

Canopus believes in fostering a diverse and inclusive workforce, where we encourage people to bring their full selves to work. We encourage employees to be ambitious, and recognise that ambition should not be inhibited by gender.

We are confident that we pay our staff equally for equal work, but we are aware that within our industry women are generally under-represented in the most senior and highly compensated roles. That is why we continue to make efforts to help women take on more challenges and provide learning opportunities to support deserved progression into more senior roles.

This report shows our latest data in comparison to our 2018 report to demonstrate how we continue to reduce the gender pay gap.

Michael Watson,
Chairman, Canopus Services Ltd.

Outlines and requirements

As from April 2018, public, private and voluntary sector organisations with 250 or more employees had to report on their gender pay gaps. This is our third annual report.

The snapshot date to calculate pay data for this report is 5th April 2019, and the bonus gap data has been calculated on bonuses paid from 6th April 2018 to 5th April 2019.

Employers have to publish the results for each of the following benchmarks:

- the mean gender pay gap;
- the median gender pay gap;
- the mean gender bonus gap;
- the median gender bonus gap;
- the proportion of men and women receiving a bonus payment; and
- the proportion of men and women in each of four pay bands.

The report will appear on our company website and the government specialist website.

Background

Canopius is a privately owned and independently minded global specialty (re)insurer. We believe that we are defined by our people.

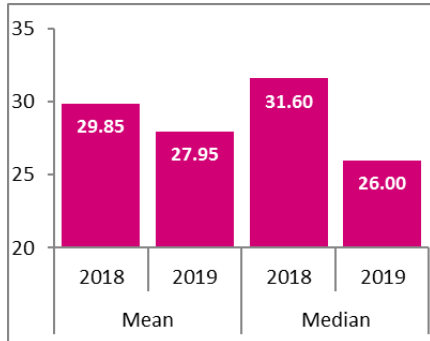
We have a policy of paying employees equally for the same or equivalent work, regardless of their gender or any other protected characteristic. This is not about promoting one group of people above another, but about ensuring everyone has an equal opportunity to thrive and to be rewarded for their hard work and ambition.

Our 2019 gender pay gap report has found that we continue to improve on where we were in 2017 when we began publicly reporting. Our mean gender pay gap reduced by a further 2% in 2019, but we are still cognizant that there is work to do. There are no easy, short-term solutions to solving the issue but we are dedicated to ensuring all our employees can achieve their maximum potential and are rewarded equally for their efforts.

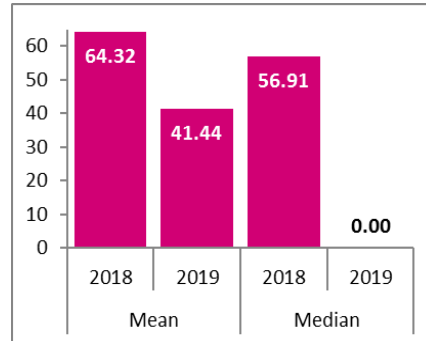
We have introduced further initiatives in recognition that we do continue to have a gender pay gap, and we have explained this further in the following pages.

Gender pay gap results

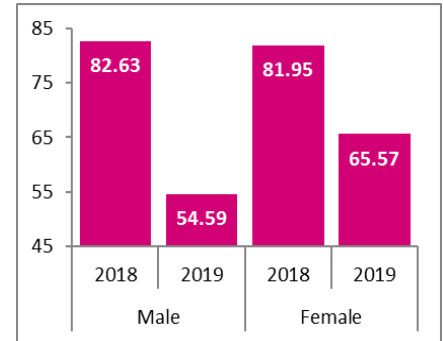
Pay gap %



Bonus gap %

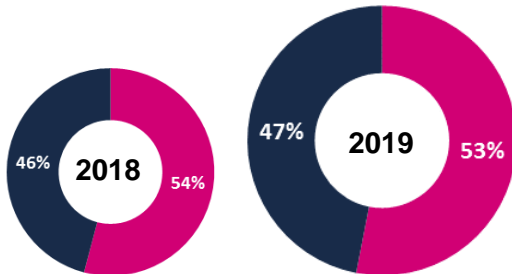


Proportion receiving a bonus %

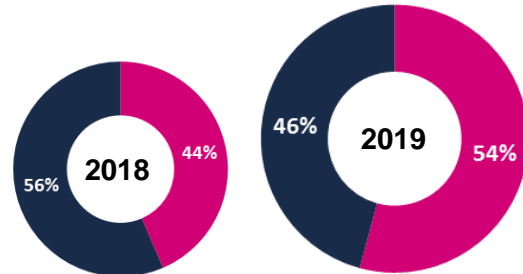


Gender split by pay quartiles

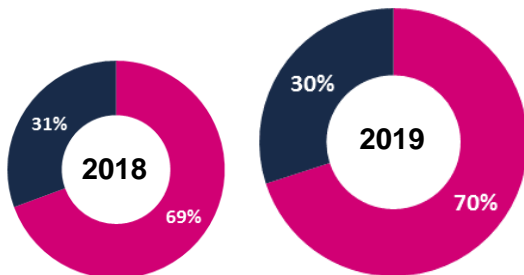
Lower quartile



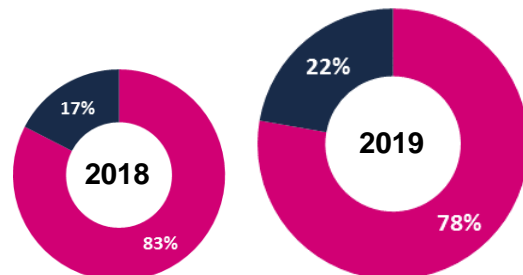
Lower middle quartile



Upper middle quartile



Upper quartile



Female
Male

Understanding our gap

Our analysis shows that our gender pay and bonus gaps are the result of the roles in which men and women work within Canopus, and the pay and incentives that these roles attract.

Our remuneration approach is gender neutral by design, but the profile of our organisation affects our pay and bonus gap.

We are glad to see that our mean pay gap has reduced once again, by just under 2% from 29.85% in 2018 to 27.95% in 2019. Our bonus gap has also decreased by 22.88% on the mean range. We had no median bonus gap due to the limited bonus pool available. We determined most payments by a percentage of salary-based formula concentrated on lower paid staff members.

The representation of women in senior positions drives our gender pay gap. Therefore, we are glad to report that of the 26 promotions in this reporting period, a total of 42% of which were women, with an increase of 5% in female representation in the upper quartile pay bands. This remains a continued focus moving forward and we will continue to encourage women's progression into more senior positions on a merit basis, particularly into the upper middle and upper quartile pay bands, where female representation remains at its lowest.

Progress against the actions outlined in the 2018 report

In 2019, we reviewed our family-friendly policies to support and encourage parents' return to work. Canopus reduced the qualifying period for enhanced company maternity pay, adoption and shared parental pay. We also encouraged the return of working parents by introducing 'maternity & family buddies' to support employees either going on, already on or returning from all forms of parental leave. This programme allows 'buddies' to share advice on planning for upcoming parental leave, how to prepare for their return to office and how to keep in touch. Buddies also acts a support network, giving the employee on leave someone to talk to and share experiences.

In 2019, we also continued to conduct periodic checks and internal salary benchmarking to ensure we are paying employees equally for the same or equivalent work, regardless of their gender or any other characteristic.

Throughout the year, we also held an annual talent review, which included succession planning as an opportunity to identify and support the career development of all Canopus employees into management roles.

Canopus also asked managers to take part in unconscious bias training; we delivered to training to 19 managers to improve the attraction of the broadest range of diverse talent, increase employee engagement and retention and competitive advantage.

We also nominated participants for the Insurance Breakfast Club, an independent professional development and networking programme for female insurance professionals, aiming to accelerate women's' career progression in our industry.

Actions to continue to address the gap in 2020

In 2020, we will continue to conduct periodic checks and internal salary benchmarking to ensure we are paying our employees equally for the same or equivalent work, regardless of their gender or any other protected characteristic.

We are also continuing to provide interview training for managers, in addition to the unconscious bias training we provided in 2019. We are enhancing the hiring process by reducing our reliance on recruitment agencies that will enable us to encourage diversity in our candidate pool. We will review the introduction of increased representation of women in the selection process with our agency partners. Canopus will also continue advertising on our careers page and LinkedIn, and include advertising through partners, such as Mumsnet.

This year, Canopus will be initiating a Diversity & Inclusion Network chaired by a member of our Executive Committee and with Board sponsorship. This group will focus attention on, and drive improvements in our gender balance, development and opportunities for women in this company.

We are moving to Activity Based Working to offer employees the choice to work in a productive and enjoyable way that best suits their preferences and responsibilities; through this we can continue to support and encourage family friendly practices and policies including opportunities to offer flexible working patterns to attract and retain a higher proportion of female talent.

We will continue collaborating with The Brokerage, a non-profit organisation that helps young people achieve their career potential. As part of this, we will be welcoming young men and women into our business through internships, mentoring programmes and masterclasses to help ensure a more diverse and inclusive pipeline of talent for the insurance sector.

Canopus will also continue our annual talent review to continuously work to identify, develop and promote internal high-potential women in our organisation.

Declaration

I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.



Michael Watson,
Chairman
Canopus Services Ltd.