



**HYPERION**  
INSURANCE GROUP

# **GENDER PAY GAP REPORT 2017**

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Within the Hyperion Insurance Group we value talent, recognising that it is the commitment and contribution from each of our people, wherever they are based, that drive our business forward.

Our gender pay gap reporting currently shows a significant difference in the mean and median pay of males and females in all business units in the UK. This is due to the types of roles women are currently undertaking, rather than any inequality in pay for like-for-like work. Whilst our Group is diverse, with colleagues from many countries, backgrounds and experience, we know that we have work to do to close the gender pay gap by increasing the number of women in senior roles.

Our focus now is on understanding how we can support all our employees to build a successful and fulfilling career with Hyperion, no matter their gender, sexual orientation, ethnicity or background.

We are focusing on the three areas we believe will have the most impact:

- Career progression: more ways to support individuals to build a fulfilling career within our Group
- Culture: continue making the Group a place where all employees feel valued
- Recruitment: positively working to attract the best talent, and taking appropriate and effective actions to redress the gender imbalance.

We are firmly committed to closing the gender pay gap.

I confirm that the information contained in this report is accurate.



**David Howden, CEO, Hyperion Insurance Group**

# GENDER PAY GAP DATA

This data shows our overall median and mean gender pay gap for all UK employees, based on hourly rates of pay, as at the snapshot date (5 April 2017). It also captures the mean and median gap between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the 2016 performance year.

## Pay and bonus gap

Difference between men and women

	<b>Median</b>	<b>Mean</b>
Gender pay gap	33.24%	41.29%
Bonus gap	55.96%	73.75%

The median gap is the gap between the pay/bonus of the middle earner of each gender.

The mean gap is the average of all employees.

## Proportion of employees receiving a bonus



**83.77%**



**83.72%**

## Gender split of pay quartiles

● Male ● Female

Upper



**84.37%**  
**15.63%**

Upper medium



**61.79%**  
**38.21%**

Lower medium



**52.11%**  
**47.89%**

Lower



**47.15%**  
**52.85%**



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