



# GENDER PAY GAP REPORT 2018



The Warranty Group is one of the world’s premier global providers of warranty solutions and related benefits, with operations in more than 35 countries and over 1,600 employees worldwide. The Warranty Group is a single-source solution that provides underwriting, claims administration, and marketing expertise to some of the world’s leading manufacturers, distributors, and retailers of consumer goods including automobiles, homes, consumer appliances, electronics, and furniture, as well as specialty insurance products and services for financial institutions.

This gender pay gap report is based on data as at 5th April 2018.

### Recap on regulations

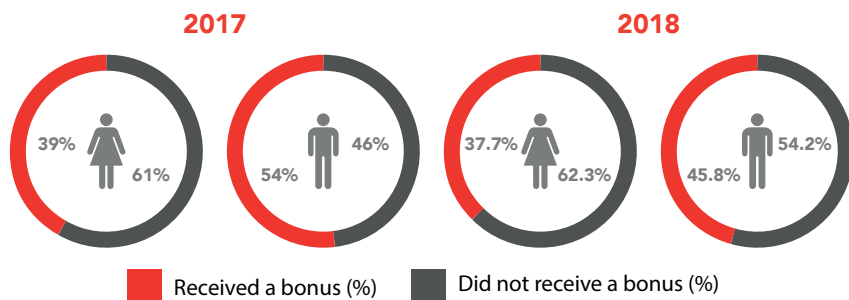
- Companies with 250 employees or more are required to publish 6 metrics around average pay and bonus pay
- The metrics must be calculated on a specific date, called the “Snapshot date” which is 5 April every year
  - Payroll data as of April 5th is used to calculate the gender pay gap.
  - Bonus gap metrics are calculated using the previous 12 months bonus payments (April 2017 to March 2018)
- Report by 4th April 2019

### Metrics: Gender Pay Gap:

|            | 2017  | 2018  |
|------------|-------|-------|
| Mean gap   | 48.6% | 47.1% |
| Median gap | 52.9% | 52.6% |

### Metrics: Gender Bonus Gap:

|                              | 2017                  | 2018                      |
|------------------------------|-----------------------|---------------------------|
| Mean gap                     | 81%                   | 81.49%                    |
| Median gap                   | 97%                   | 98.04%                    |
| Proportion receiving a bonus | Female 39% / Male 54% | Female 37.7% / Male 45.8% |

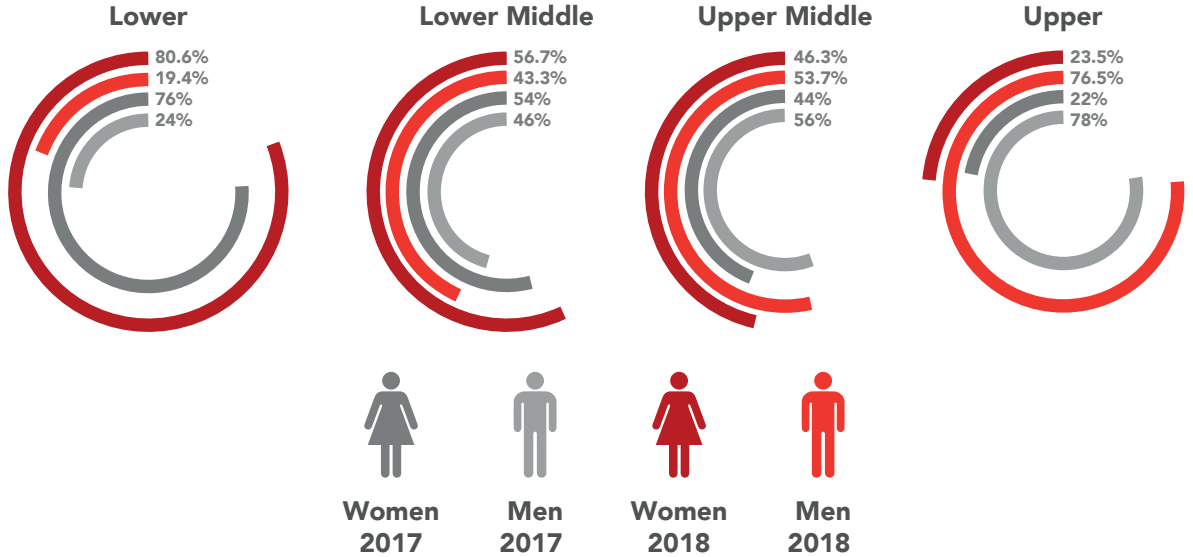




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## Quartiles



|                              | 2017                  | 2018                      |
|------------------------------|-----------------------|---------------------------|
| <b>Lower Quartile</b>        | Female 76% / Male 24% | Female 80.6% / Male 19.4% |
| <b>Lower Middle Quartile</b> | Female 54% / Male 46% | Female 56.7% / Male 43.3% |
| <b>Upper Middle Quartile</b> | Female 44% / Male 56% | Female 46.3% / Male 53.7% |
| <b>Upper Quartile</b>        | Female 22% / Male 78% | Female 23.5% / Male 76.5% |