

NFU MUTUAL GENDER PAY GAP REPORT 2024



We are committed to reducing our Gender Pay Gap and ensuring we have a balanced workforce. This is part of our Strategic Objective to be a Great Place to Work.



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Since 2018, all UK companies with over 250 employees have been required to produce an annual report on their Gender Pay Gap for the period 6th April to the 5th April of the following year.

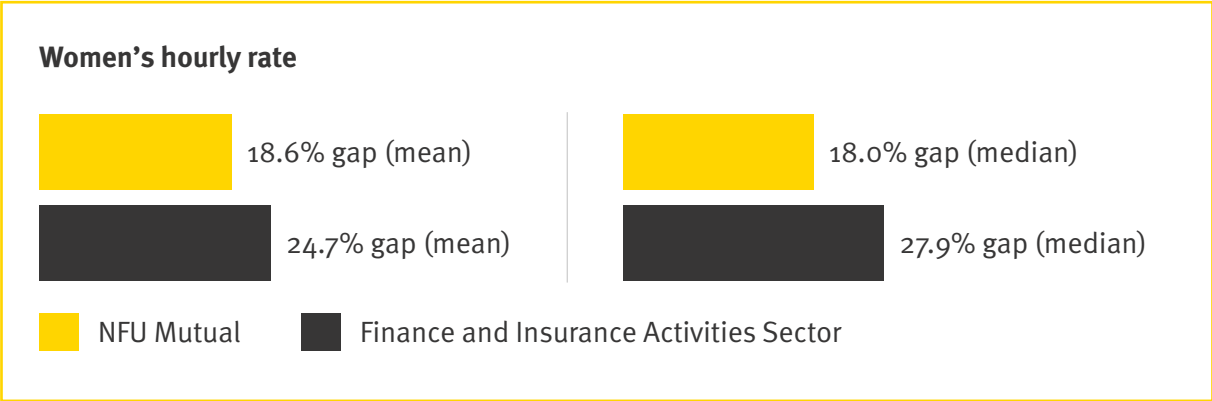
What is the measurement of the gender pay gap?

Gender Pay Gap measures the difference between the average pay of all men and women in a company. It is important to understand that Gender Pay is not the same as Equal Pay. Equal Pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The Gender Pay Gap shows the difference in average pay between all men and women in a workplace.



Our 2024 gender pay gap results

NFU Mutual’s Gender Pay Gap results, for the year ended 5th April 2023, compare positively with the data published for the Finance and Insurance Activities Sector by the Office of National Statistics (ONS) in April 2023, as shown below:¹



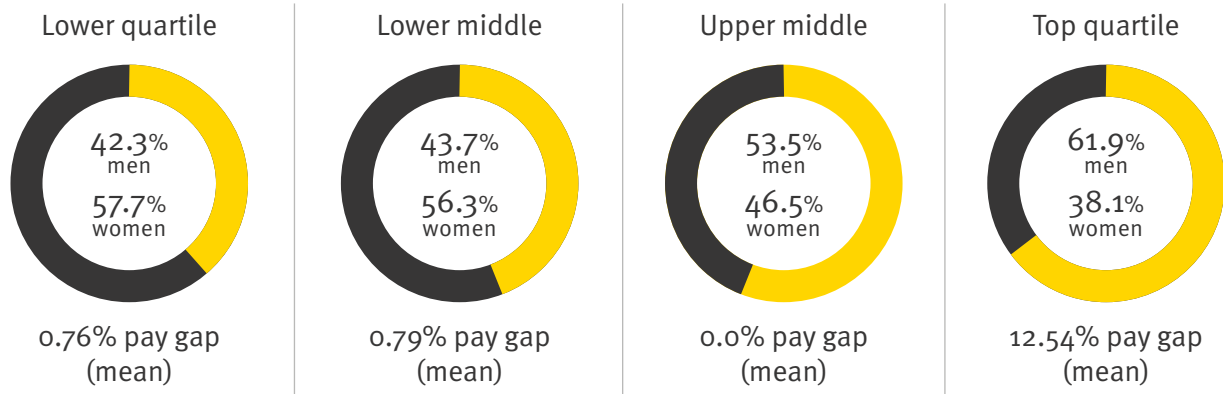
Overall, there has been an improvement in the NFU Mutual 2024 results since the 2023 Gender Pay Gap report, compared to the Finance and Insurance Activities Sector published results. This is largely due to an increase in female representation higher up the organisation and increase in male representation lower down the organisation which has led to a decrease across the majority of pay gaps this year. (Further details of our 2023 report can be found at: nfumutual.co.uk/about-us/gender-pay-gap).

Much of NFU Mutual’s Gender Pay Gap can be attributed to the structure of the workforce as there are more male employees working in more senior roles, and therefore there are more highly paid men within the Company. The specific activities which we have committed to as part of our Women in Finance programme will support the progression of more women into senior roles. The outcomes of these initiatives will, however, take time to work their way through the organisation in a culture which enables all employees to develop to their full potential through equal access to a range of career development initiatives.

¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

Pay gap quartiles

The pay gap quartiles represent how many men and women are in each quarter of our payroll.



Our bonus receiver results

These numbers show how many men and women at NFU Mutual were paid a bonus during the year ended 5th April 2023, expressed as a percentage of men and women in the workforce at 5th April 2023:



All NFU Mutual employees are eligible for a bonus payment under either the Group Bonus Scheme, or a role specific scheme (new joiners between December 2022 and April 2023 would not have been eligible to receive bonus in April 2023 in accordance with the scheme rules).



Our bonus pay gap results

The Bonus Pay Gap calculation is based on any bonuses paid during the 12 months ended 5th April 2023:

There is a 43.3% bonus pay gap (mean) and a 51% bonus pay gap (median).

The Bonus Pay Gap is larger than the Gender Pay Gap, because 24.2% of female employees are employed on a part-time basis, compared with only 3.8% of male employees. Bonus payments at NFU Mutual are calculated as a percentage of total annual pay. Therefore, where an employee works part-time, their bonus will be based on their part-time annual salary, resulting in a lower payment than those working full-time. As we have more women working part-time than men, there is a Bonus Pay Gap even though the basis for awarding bonus is identical.

Unlike Gender Pay Gap information the ONS does not publish bonus pay gap information for General Industry or the Finance and Insurance Activities Sector.

Working for NFU Mutual and activities undertaken since the 2023 gender pay gap report

NFU Mutual has an inclusive culture that recognises and supports individual differences, and the Company strives to enable all employees to develop to their full potential through equal access to a range of career development initiatives.

We use a range of assessment tools to ensure our approach to Recruitment and Selection is fair, consistent, professional, objective and based entirely on merit, including verbal and numerical aptitude testing and independent leadership assessments.

NFU Mutual formally signed up to HM Treasury's Women in Finance (WIF) Charter in 2018. The Charter commits to supporting the progression of women into senior roles in the Financial Services sector by focusing on the executive pipeline and mid-tier management levels.

As part of Women in Finance programme and as part of our broader support of Women at NFU Mutual, we share progress on activities completed since the last report below:

- Unconscious Bias training for all employees.
- Coaching and re-familiarisation training for employees returning from career breaks, maternity, shared parental leave or adoption leave
- All Directors and Senior Managers are actively encouraged to offer mentoring and career development planning support some of our High-Potential Management talent.
- Gender balanced candidate lists for all management vacancies - in 2018/19 our recruitment management longlist gender balance was 73% male, 23% female. Our latest report from December 2023 recorded a management Short List gender balance of 67% male and 33% female.
- We continue to share employee Women in Finance blogs on our Careers website and across LinkedIn. We also post all vacancies on the Rest Less jobs board, which is aimed specifically at the over 50s and includes a 'returners' audience, which is predominantly female
- Five colleagues from across our Customer Services and Marketing & Digital Divisions have been shortlisted for the 2023 Women in Insurance Awards.
The awards showcase the inspiring achievements of women in all sectors of the general insurance market, across all levels and disciplines, as part of the continued work to support equality across the industry.
- Equal access to development programmes; achieving a more balanced male/female split of future management successors and maintaining a gender balance in our Professional Trainee (graduate trainee) Scheme.



Read about why NFU Mutual is a great place to work here:

nfumutual.co.uk/careers

I am confident that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kenny Graves, HR Director, NFU Mutual



If you would like this document in large print, braille or audio, please contact us.

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