



Gender Pay Report 2023

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. The Gender Pay Gap shows the difference in average pay between all men and women in a workplace.

How the gender pay gap is different from equal pay

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.



Reporting

At Scottish Friendly our ambition to become the UK's leading financial mutual insurer is built on our friendly culture we work so hard to protect and our determination to always lead through the passion and diversity of our people. We recognise the importance of ensuring equitable pay for all colleagues and in line with our commitment to transparency and accountability, this report shares our gender pay gap results.

The 2022 average UK gender gap is reported at 8.3% increasing from 7.1% in 2021. Our gender pay data as of 5 April 2023 shows that in Scottish Friendly there are no significant differences when comparing the pay of men and women within the lower to upper middle quartiles. The notable difference at upper quartile is primarily due to the two highest externally benchmarked roles within Scottish Friendly Assurance being filled by men. All roles across the firm are benchmarked using the same external provider with the same pay principles applied and pay is therefore role specific.

Our Board of Non-Executive Directors is split equally 50-50 male to female. Our Executive Directors who sit on the Board are both male, however the wider composition of the Executive is also split equally 50-50 male to female.

Our Mean hourly rate is £23.25, with the male rate being £25.55 female rate being £21.14. The Median hourly rate is £14.81 with the male rate being £14.79 and Female being £15.08.

We're proud of these results and are determined to continue to deliver a workplace where fair pay is a not just an aspiration but a reality for all.



Quartile	Date	Difference % in Female to Median	Difference % in Male to Median	% of Male per quartile	% of Female per quartile
Lower quartile	05-Apr-23	+0.51	-0.44	54	46
Lower middle quartile	05-Apr-23	-0.25	+0.33	43	57
Upper middle quartile	05-Apr-23	+2.07	-2.84	42	58
Upper quartile	05-Apr-23	-14.56	+13.31	52	48

Bonus: There were 2 roles that were eligible for an annual performance-based bonus in the period ending April 23 these roles were filled by males.

Cost of living payment: During the period ending April 23 we paid eligible colleagues a one-off cost-of-living payment up to £1000 pro rated - which is not included in the report.

What's next?

We are not just counting numbers but are focusing on having an inclusive culture where everyone can thrive and belong. Career advancement in our business is based on merit and the same opportunities for progression are open to all colleagues regardless of gender, age, disability, religious belief, ethnicity, sexuality or socio-economic background.

We have always fostered an environment that has no place for gender disparity. To support this we've clear and transparent pay principles, we have delivered company-wide unconscious bias training and we've recently provided colleagues with transparency over the pay ranges within our business.

Going forward we are committed to continuing manager training, developing our colleagues to promote from within, eliminating bias in performance assessment and bench marking so that roles are priced consistently and set within appropriate parameters.

