

OUR ETHNICITY PAY GAP 2021



Tim Bailey
CEO, Zurich UK

“Since publishing our ethnicity pay gap for the first time last year, we have developed a comprehensive action plan to address both the pay gap and representation. We know we have a long way to go but I’m really excited to see how the whole organisation has risen to this challenge.”

10.2%

Mean
pay gap in average
hourly pay

0.4

Percentage point
increase from
2020

7%*

of our people
self-declare as an
ethnic minority



BRIGHT
NETWORK



Our data shows that we have more work to do to appoint more diverse candidates to our business and to better support them in their careers. We are committed to doing everything we can to understand how we can progress meaningful change.

10-POINT ETHNICITY ACTION PLAN

1. Goal of 10% ethnic minority representation by end of 2023 delivered through goals and action plans in every business area.
2. Partnering with organisations who have networks of diverse talent (e.g. BYP Network and Bright Network) to market our 2021 apprentice and graduate schemes as well as standard vacancies.
3. Training for hiring managers on recruitment to ensure use of best practice attraction, assessment and selection techniques.
4. Dashboard to enable real-time tracking of proportion of ethnic minority candidates applying for our roles.
5. New panel of headhunters who have been selected for their focus on diversity.
6. Ethnically diverse interview panels.
7. Mandatory training for all employees in race awareness and inclusion. UK Exec have also undertaken programme of reverse mentoring.
8. Giving opportunities to ethnic minority talent e.g. sponsorship programme and 8 internships in the summer of 2022 as part of the 10,000 Black Interns scheme.
9. Cohort of 25 Inclusion Allies who employees can speak to on a confidential basis about any inclusion-related issues they are facing.
10. Review of our Zurich Community Trust charitable activity to ensure that charities supporting Black and ethnic minority communities are included

This action plan has been devised in conjunction with employees in our Cultural Awareness Network (CAN) and the accountability for it lies with our D&I Council, chaired by our CEO, Tim Bailey.

* At 31 May 2021

iCAN

INSURANCE
CULTURAL
AWARENESS
NETWORK



Visit [Zurich.co.uk](https://www.zurich.co.uk) to read more about our commitment to diversity and inclusion

