

OUR DISABILITY PAY GAP 2020



Tulsi Naidu
CEO, Zurich UK

“WE HAVE CHOSEN TO PUBLISH OUR DISABILITY PAY GAP AS PART OF OUR COMMITMENT TO SUPPORT EMPLOYEES WITH PHYSICAL IMPAIRMENTS, MENTAL HEALTH CONDITIONS AND LEARNING DIFFERENCES.”

17.6%

Mean
pay gap in average
hourly pay

0.6

Percentage point
increase from
2019

5.7%

of our people
self-declare a
disability



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to read more
about our
commitment to
diversity and
inclusion



5.7% of our people self-declare a disability. However only 65% of our people report this information so our data (including our pay gaps) is not as complete as we would like it to be. We are working to increase levels of self-declaration by explaining to our employees why it's important for them to share this very personal data.

Zurich is working to support its employees and its customers through a series of initiatives:

- Signlive is available to our customers who require to communicate with us via British sign language (free of charge).
- New products are reviewed to identify potential challenges for customers with disabilities.
- Vulnerable customer network established across Zurich with extensive training completed across 2020 to help our champions support our customers
- Zurich is the first insurer to achieve Disability Confident Leader status (the highest possible accreditation level).
- Zurich was the first insurer to sign up to The Valuable 500 by committing to put disability on our leadership agenda.
- Our employee network – the Accessibility and Inclusion Network (AIN) – is now in its 6th year with 120 members. It was set up to promote the inclusion of employees with disabilities and mental health challenges across the UK and to better understand their needs.
- Zurich empowers its people to work where, when and how they choose to optimise productivity and wellbeing. All new vacancies are now available as part-time or job-share roles.
- All job applicants who declare a disability and meet the minimum criteria are guaranteed an interview for any vacancy.
- Zurich has a reasonable adjustments process in place and provides manager training in disability confidence.

A NOTE ON EQUAL PAY

A pay gap isn't the same as equal pay. Equal pay is ensuring people doing the same job are paid the same. Pay gaps arise when one group of people are employed in higher paid roles than another group.



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