

OUR DISABILITY PAY GAP 2021



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Visit Zurich.co.uk
to read more
about our
commitment to
diversity and
inclusion



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

19.8%

Mean
pay gap in average
hourly pay

2.3

Percentage point
increase from
2020

6.2%

of our people
self-declare a
disability

The change in pay gap is driven by a combination of increased disability declarations (6.2% v 5.7% last year) and new starters sharing that they have a disability. Currently, only 73% 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.

Improving our pay gap is dependent on three core factors; employees feeling safe to openly complete their declaration information; employees actually doing so; and ensuring that opportunities for promotion are open and equal to everyone. We are continuing to work on each of these, including a review in 2022 of our approach to promotions. Where needed, we will adapt this to remove any barriers, so that skills are at the heart of people's progression.

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.
- 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.
- Zurich is partnered with DisabilityJob.co.uk to advertise all vacancies
- We have recently introduced tools across our website to monitor accessibility and use this insight to continuously improve the experience for all users.

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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