

OUR ETHNICITY PAY GAP 2020



Tulsi Naidu
CEO, Zurich UK

"THE NUMBERS HELP US TO SEE WHERE THE IMBALANCE IS AND GIVE US A LINE FROM WHICH TO MEASURE. BUT IT'S THE REALITY OF WHAT IT IS LIKE TO BE FROM AN ETHNIC MINORITY IN OUR BUSINESS THAT WILL REALLY HELP US INFLUENCE CHANGE."

9.8%
Mean
pay gap in average
hourly pay

2
Percentage point
decrease from
2019

6.8%
of our people
self-declare as an
ethnic minority

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.

UK EXECUTIVE TEAM

Over half of Zurich's UK executive team is involved in the Insurance Industry's Cultural Awareness Network's mentoring programme. In addition, the executive team are already engaged in Zurich's own reciprocal mentoring scheme, giving them the opportunity to listen and better understand the experiences of ethnic minority employees and any barriers they face to career progression

OUR PLANS AT ZURICH UK

We have commissioned a team of behavioural scientists to analyse the experience of ethnic minority applicants and employees, and to design interventions to address the barriers to progression. We will publish targets in the autumn of 2020 followed by regular updates on progress. Zurich signed the Race at Work charter in early 2020.

A NOTE ON EQUAL PAY

The ethnicity pay gap isn't the same as equal pay. Equal pay is ensuring people doing the same job are paid the same, regardless of skin colour. That is a legal requirement. Ethnicity pay gaps arise when a greater percentage of one ethnic group is employed in higher paid roles than another ethnic group.



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



The Prince's
Responsible
Business Network
Race at Work Charter signatory

