



OUR LGBT+ PAY GAP 2020



Tulsi Naidu
CEO, Zurich UK

Steve Collinson
Head of People, UK

“WE ARE COMMITTED TO PUBLISHING OUR LGBT PAY GAP ON AN ANNUAL BASIS. HOWEVER, WE ALSO SEEK TO UNDERSTAND THE LIVED EXPERIENCE OF OUR LGBT+ COLLEAGUES, WHICH WE BELIEVE IS AS IMPORTANT AS ADDRESSING ANY PAY GAP.”

4.0%

Mean
pay gap in average
hourly pay

2.4

Percentage point
decrease from
2019

2%

of our people
self-declare as LGBT+

2% of our people self-declare as LGBT+, however only 65% of our people share their sexual orientation and 35% their gender identity 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.

LGBT+ INCLUSION AT ZURICH

Our LGBT+ employee network – Zurich Pride UK – was established in 2014 and since then has driven a huge amount of activity to raise awareness of the LGBT+ community and to improve inclusion. The group is over 200 strong and includes members of the LGBT+ community as well as many non-LGBT+ allies. Pride work is structured under three motives: conscience, education and support.

Recent Pride activity has included covering Zurich offices in the rainbow, bi and trans flags for visibility days; celebrating employee role models; launching rainbow lanyards; hosting external speakers; annual conferences and walking in Pride parades across the UK.

Pride also works to improve the journey for LGBT+ customers, from delivering sessions in inclusive language to working with the customer teams to improve the experience for our Trans customers.

Zurich UK is in the top 200 of the Stonewall UK Workplace Equality Index and the Zurich Group is a 2020 Stonewall Global Leader.

A NOTE ON EQUAL PAY

The LGBT pay gap isn't the same as equal pay. Equal pay is ensuring people doing the same job are paid the same, regardless of sexual orientation or gender identity. Pay gaps arise when a greater percentage of one group is employed in higher paid roles than another group.



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

