



OUR LGBT+ PAY GAP 2021



Tim Bailey
CEO, Zurich UK

“As part of our commitment to LGBT+ inclusion, we are sharing our pay gap and representation data. Our aim is to make Zurich the most attractive place to work for the widest range of people and this starts with transparency with our numbers.”

4.4%

Mean
pay gap in average
hourly pay

0.4

Percentage point
increase from
2020

3%

of colleagues
self-declare as LGBT+

Three per cent of our people self-declare as LGBT+, with 75% of our people sharing their sexual orientation (up from 65% a year ago) and 51% their gender identity (up from 35% a year ago) so our data (including our pay gaps) has improved but is still not as accurate as we would like it to be. We continue to work 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 250 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 hosting virtual events on a variety of topics, from gender expression to disability and inclusive spaces; relaunching our Transitioning at Work policies; developing an LGBT+ inclusive services training module; supporting the launch of a new cross network D&I guide; celebrating many different days of visibility and awareness; showcasing LGBT+ and Ally role models and running a Pride Fortnight series of events during July 2021.

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.



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read more about our
commitment to diversity
and inclusion

