

# Gender Pay at Simplyhealth 2018



Simplyhealth has been making it easier for people to get the healthcare they need since 1872. We now serve over three million customers and are committed to

ensuring our employees reflect the diversity of our customer base and communities.

Attracting and retaining a diverse group of employees is a key priority for us across the business. It's vital that we have a culture of diversity, equality and inclusion, with fair opportunities for all. This will allow us to draw upon a variety of ideas and opinions from people who have different cultures and backgrounds.

I'm pleased to say that at Simplyhealth we have a diverse executive leadership team which has good representation from both genders. This helps to create balanced perspectives ensuring we make the right decisions to help our customers get the healthcare support they need.

Our gender pay gap can be attributed to the uneven distribution of men and women across the business and the types of roles that make up our structure. Almost 40% of our roles directly interact with our customers, these tend to attract lower rates of pay, of which 82% are filled by women.

There continues to be the opportunity for women to develop into positions at levels which have been under represented for females, as well as many new women joining the organisation in senior positions.

The structure of our organisation, and indeed any organisation, has a fundamental effect on the gender pay gap. Our priority is to ensure our people are treated fairly in terms of pay and opportunities, developing and progressing our talent at all levels regardless of gender. We remain committed to attracting and retaining the right talent which helps us have the right debate and challenge. This leads to better outcomes for our people, our business and our customers.

## We are committed to improving our Gender Pay Gap by following these principles:

- 1 Ensure equal opportunities
- 2 Ensure there is no bias in our recruitment and reward principles
- 3 Develop and acquire talent irrespective of gender

**Romana Abdin**  
Chief Executive Officer  
Simplyhealth



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## Our results

### Gender Pay Gap

The gender pay gap is calculated in line with the reporting regulations taking pay information for 1,110 of our people.



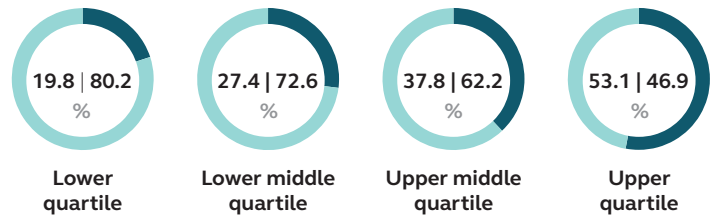
### Pay quartiles

Pay quartiles are calculated by ordering the pay rates of all employees from lowest to highest and splitting them into four groups of equal size. We then take each group and look at the proportion of males and females in each.

Our lower two pay quartiles have a much larger proportion of females than males which is supported by the fact that the majority of our female employees are in customer facing positions.

Proportion of male and females in each pay quartile  
Total employees 1,110

Male | Female



### Bonus

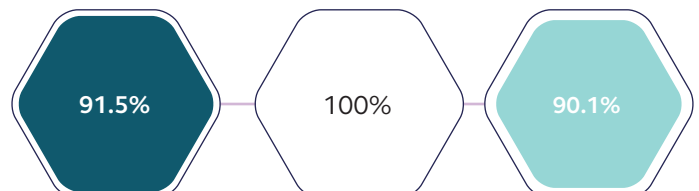
Our people are eligible to receive additional rewards based on their performance and our criteria for receiving a bonus is consistently applied.

As our people climb the career ladder in our organisation, their total reward opportunity increases. This means that typically, employees who hold more senior roles, receive larger bonuses.



Proportion of male and females receiving a bonus

Male | Female



As Chief Executive Officer for Simplyhealth, I, Romana Abdin, can confirm that the information contained in this report is accurate.

