In 2018, Autonet Insurance celebrated 20 years of business. We’ve achieved a huge amount during our history and as we entered 2018 with the creation of Atlanta and the addition of Carole Nash, it’s fair to say that we had a great year.

We’ve worked closely with our colleagues across Atlanta and at a wider Group level with Ardonagh and we are pleased with the growth we’ve achieved by working together collaboratively.

When it comes to our people we are focusing on what we can do to make improvements for them and tackling our Gender Pay gap is one of them.

We want to continue to take significant steps to understand any pay or bonus gaps and reduce any barriers to creating an inclusive and diverse culture that provide opportunities for all.

When we look at our results, we do have more males in senior roles attracting significant bonuses.

Reducing the bonus gap is a long-term goal and in order to achieve this we must remove barriers that have been part of wider society for centuries. That in mind it will take some time to see the data shift in the right direction, however we are committed to achieving our goals in this area.

**pay & bonus gap**

<table>
<thead>
<tr>
<th>Difference between men and women</th>
<th>2018</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Median</td>
</tr>
<tr>
<td>Pay Gap</td>
<td>32.8%</td>
<td>16.69%</td>
</tr>
<tr>
<td>Bonus Gap</td>
<td>62.5%</td>
<td>80.6%</td>
</tr>
</tbody>
</table>

**our gender split**  
2018

- 50%
- 50%
Our improvement plan

Attraction and selection
Ensure when advertising roles, we use gender neutral language and provide transparency on internal advertisement to encourage progression opportunities for all.

Succession planning
Attracting talented women to choose a career in insurance is an important approach to driving long term change and we have already reached out to colleagues, schools and universities to showcase career development within our organisation.

Recruitment
Explore links with like-minded organisations and initiatives that promote women within the Finance industry.

Learning and development
Taking part in The Ardonagh Group’s ‘Women in Leadership’ programme which seeks to encourage and mentor more women within the group into senior roles.

Flexible working
Continue to focus on provide flexible working arrangements for all across the company.

I confirm that the data on this report is accurate.
Signature:

Ian Donaldson
CEO | Autonet Insurance