



Gender Pay Gap Employer Statement

Auto & General is committed to creating a workplace where every employee feels valued and empowered, is treated fairly, and is given the opportunity to develop and succeed.

Our 2024-2025 Workplace Gender Equality Agency (WGEA) Report demonstrates strong progress towards gender equality within our organisation. Women now make up 56% of our workforce, and we've reduced our gender pay gap from 24.3% in 2023-2024 to 19.6% in 2024-2025, a result that compares favourably to the average for our industry.

This year we saw a notable increase in the number of women appointed (including promotions) to management positions. This is a direct result of our targeted investments in leadership development and talent pipelines in recent years.

While we celebrate this progress, we acknowledge the ongoing need to address the gender pay gap, particularly within senior leadership roles where women remain underrepresented. We continue to invest in initiatives which will help to increase female representation at senior levels.

We remain committed to closing our gender pay gap and transparently tracking our progress on gender equality to create a truly inclusive and equitable workplace.

Summary of Key WGEA Metrics 2024-2025

19.6% Auto & General	Gender Pay Gap (average total remuneration)
23.3%	Auxiliary Insurance Services Gender Pay Gap (average total remuneration)