

# Gender Pay Gap 2022

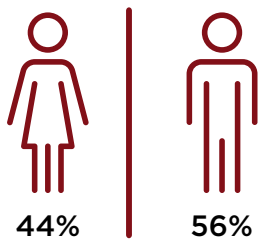
We are committed to continuing to reward our Colleagues based on their performance, and to maintaining an equal and fair reward strategy that ensures we are recruiting and retaining the best people, whilst encouraging diversity within our industry sector.

We believe in equal job opportunities for everybody regardless of gender, but we can and do, challenge ourselves to be more inclusive. Going forward we will continue to focus on addressing the need for more gender balance at all levels in the Company.

## Gender Pay not Equal Pay

Gender Pay reporting is the difference between average male and female pay across an organisation. It is different to Equal Pay which is the difference in pay between men and women who have the same or similar roles, this is something Churchill is also committed to regularly monitoring.

### Employee Population



Our Mean (average) Gender Pay Gap is

27%

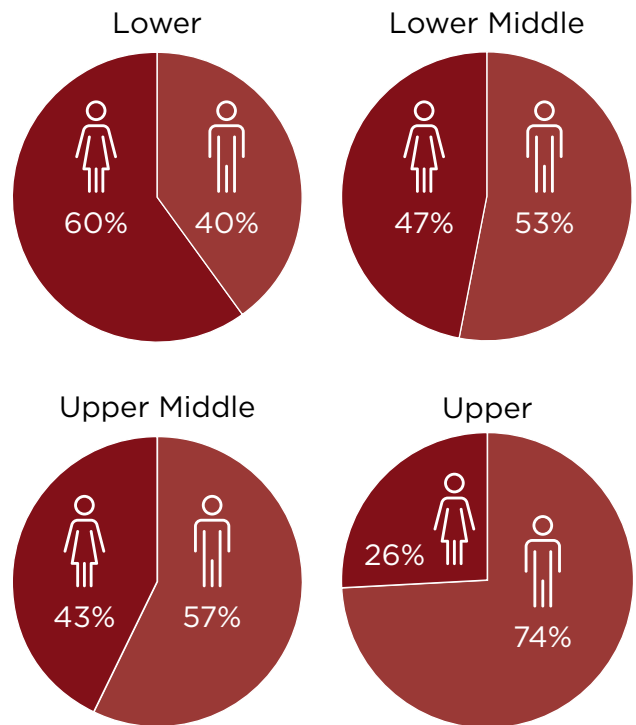
Our Median (middle) Gender Pay Gap is

23%

Disparity in the gender pay ratios is largely a reflection of there being more males in the upper quartile due to them holding a higher proportion of senior manager positions.

## Pay Quartiles

These Charts show the proportion of men and women in each pay band ordered from the lowest to highest quartile.



## Bonus

The regulations of Gender Bonus Gap reporting requires us to calculate bonus on all performance payments including payments for commission and incentives received in the snapshot period.

Our Mean (average) Gender Bonus Gap is

19%

Our Median (middle) Gender Bonus Gap is

-9%

♀ 67% of Women received a bonus

♂ 52% of Men received a bonus