

We have set out to be intentionally inclusive, whether that's in life experience, background, race, age, gender identity, sexual orientation, disability, or neurodiversity and are proud of the work we are doing in this space.

Recognising that sameness breeds sameness and that there is strength in breadth, we are committed to having a diverse and engaged workforce



We established McGill and Partners in 2019, to 'Write the Book' and start a new chapter in insurance and reinsurance broking to be different by design for our clients and our colleagues. We reached 250 colleagues by 5 April 2021, and this is therefore our first Gender Pay Gap report.

This report details our 2021 Gender Pay Gap at McGill and Partners Limited. The Gender Pay gap reflects the fact that we are a new business in a sector that has historically not been known for its diversity. We have recruited market leading talent, and this has set us up for success. We are very proud of what we have achieved, however, as we build

out our business, we need to ensure that we continually invest in talent that is diverse in order to maximise the potential of the firm.

In December 2020, as a firm, we made the following commitments:

- **Be visible leaders in this space**
- **Be bold in our recruitment**
- **Be transparent about our diversity metrics**
- **Be fully inclusive and act with intent**
 - o Partner with purpose
 - o Introduce CRG's
 - o Introduce Alternative Perspectives Programme

This report details our Gender Pay Gap statistics and showcases some of the initiatives that underpin our key commitments with regard to increasing female representation across the business at all levels.

Declaration

I can confirm that McGill and Partners Limited's pay gap data has been collected and presented within this report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Steve McGill', with a horizontal line underneath.

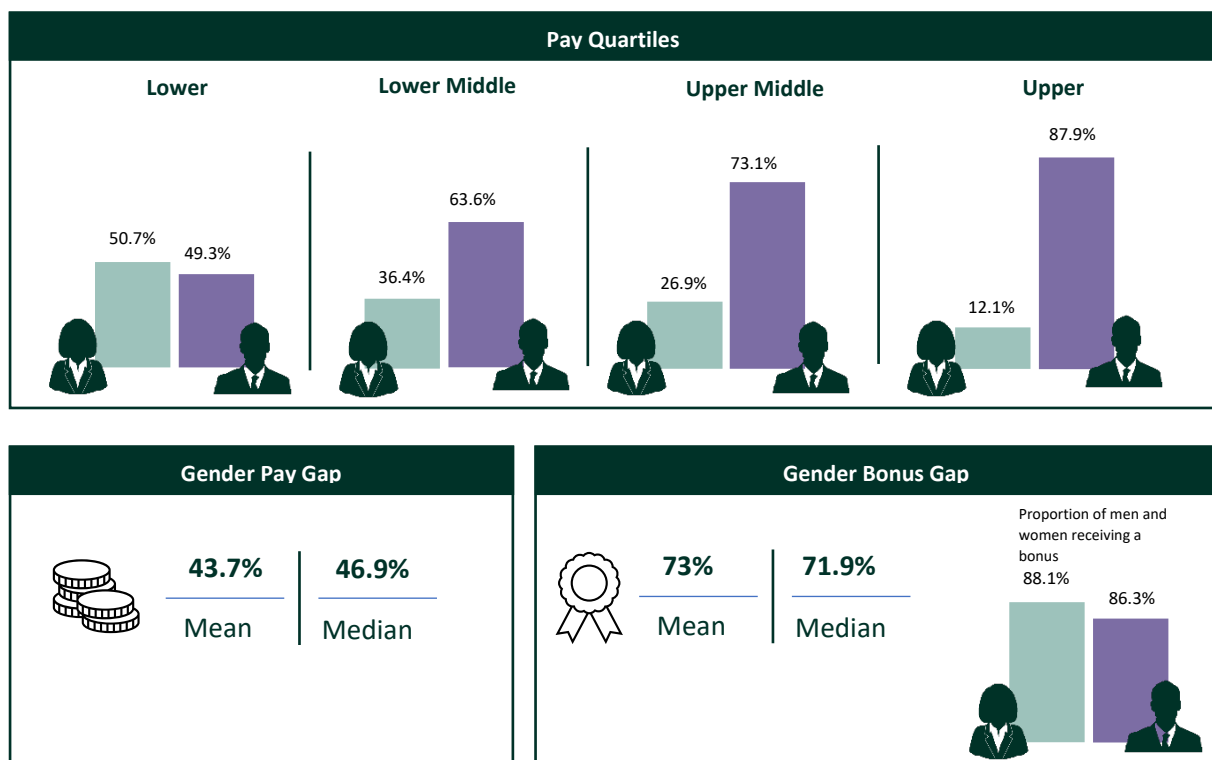
Steve McGill
CEO

UK Gender Pay Reporting

The Gender Pay Gap is the measure of the difference in average pay between all men and all women across an organisation, regardless of their role, level, length of service or location and any other differentiating factors.

These figures relate to all UK based McGill and Partners colleagues. The pay gaps are based on hourly pay taken on 5 April 2021. Bonus pay is based on bonuses paid up to the period 5 April 2021.

Our Gender Pay Gap



What this tells us

The data clearly shows that we have a higher proportion of male colleagues than female colleagues in senior positions across the organisation, and this is reflected in both our mean and median pay gaps. Please refer to the following page for insight into how we are seeking to address this.

Intentionally Inclusive

Our approach is to be **Intentionally Inclusive** and be **Changemakers**. We're proud to be building a business that attracts and retains the most professional, creative minds in (re)insurance broking and a diverse and engaged workforce is key to our ambition.

We founded the company on the principal of a '**Contract of Trust**' and in addition have introduced specific and transparent initiatives to accelerate diversity and inclusion at McGill and Partners:

- **Contract of Trust** - We operate fully flexible working practices and no set limits for annual leave under our 'Contract of Trust'. We apply leading-edge practice with regards to family friendly policies and provide world class benefits that are tailored to the 5 different workforce generations at McGill and Partners.
- **Visible Leadership** – Our Executive team have put a percentage of their individual bonus at risk on an annual basis which will be dependent on the year-on-year improvement of our diversity metrics. We publish our metrics internally and externally on an annual basis.
- **Bold in our recruitment** - We have introduced a number of core frameworks for our recruitment process which includes diverse shortlists for vacancies as well as diverse interview panels.
- **Introduction of Colleague Resource Groups (CRGs)** – We have established several Colleague Resource Groups across the firm: Pride at McGill, EDGE at McGill (Ethnically Diverse Group of Employees) at McGill, Women at McGill and The Collagen Club (menopause awareness). These groups help to foster awareness, respect and inclusion and promote the causes of the diverse groups they represent.
- **Lived Experience Campaign**– We have run an innovative and ground-breaking video campaign with colleagues talking about their experiences living with mental health challenges, everyday homophobia, everyday racism, domestic abuse, living with cancer and dealing with grief. We are making inclusivity personal.
- **Partnering with Purpose** - We partner with The Steelers, the world's first gay-inclusive rugby union club and their affiliated club The Vixens and a social mobility charity The Brokerage to run our highly successful Apprenticeship programme. As part of our focus on social mobility and digital poverty we engaged with local schools to provide laptops and IT equipment. We are currently engaging with charities to help with the Ukrainian refugee crisis.
- Every colleague is expected to take personal responsibility and ensure we build a truly diverse and **intentionally inclusive** business.