



Gender Pay Gap Report 2018



FIRST FOR JUSTICE

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Foreword

Over the last 12 months, we have remained true to our commitment to focus on diversity in all its forms and this continues to be a priority for us here at **DAS UK Group**.



We are driven by two fundamental beliefs; that this is the right thing to do, a principle upon which our **DAS RIGHT values** are based and that a truly diverse workforce will bring a richness of thought and approach which will benefit all.

Overall we have seen a slight improvement in our gender pay data this year. Whilst this is encouraging, we know that real, sustainable change takes time and therefore it's still early days.

A key priority for us is to create an environment and culture that ensures we have a higher percentage of women in senior roles. We made a great start last year with our first **Diversity and Inclusion Week** and the creation of a **Family Network** and a **Women's Network – 'Spark'** – and we will continue to build upon this momentum with some exciting initiatives and changes in the year ahead.

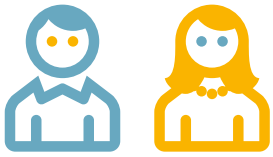
With thanks

A handwritten signature in black ink that reads "Kate Banks". The script is fluid and cursive.

Kate Banks

Group Director of HR & Legal Services

Our statistics



	DAS UK	
	Mean	Median
Average Pay Gap	28%	20%
Bonus Pay Gap	48%	36%
	Male	Female
Percentage of Employees Receiving a Bonus	25%	21%



What's causing our gap?

The Gender Pay Gap at DAS UK Group, which differs from and is not caused by unequal pay, has continued to be driven by a higher proportion of men in more senior positions.

Our analysis shows an improved position on the previous year, where **59%** of our **top quartile** positions are currently filled by men, whereas **62%** of our **bottom quartile** positions are filled by women. Whilst this data represents the position of the reporting year ending in April 2018, since then we have been actively working to help our female employees to progress into more senior positions – consequently closing the gap.

Percentage of employees in each pay quartile

Top quartile

41% female **59%** male



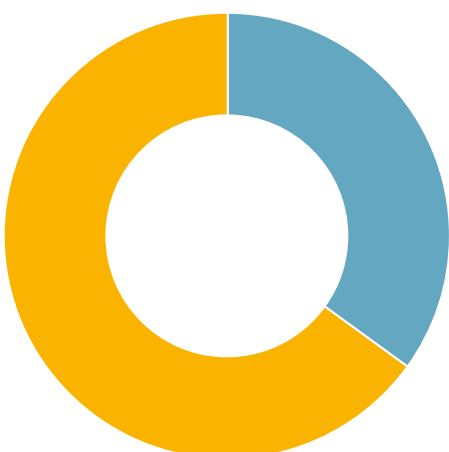
Second quartile

53% female **47%** male



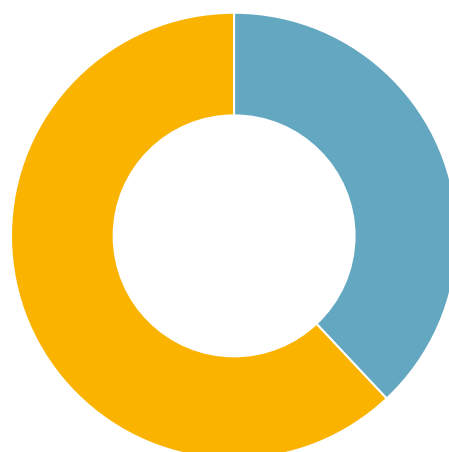
Third quartile

65% female **35%** male



Bottom quartile

62% female **38%** male



Progress since the last report

Our commitment to establish a plan which addresses the creation of an **inclusive and diverse workforce** has been realised during 2018, and will progress throughout 2019. We are focused on creating a shift in the demographic profile of our people, which will deliver a more diverse workforce, bringing new influences, enriching decision making and ensuring our business is reflective of our customers, business partners and society.

We have created an **Inclusion Taskforce**, responsible for steering the **Diversity and Inclusion Strategy** within DAS UK Group along with blended networks to focus on areas of priority in the first instance, all of which are Executive sponsored.

We have committed to increase the percentage of women in leadership roles by 2022, whilst also improving education around Diversity and Inclusion by end 2019. Various activities will enable us to achieve this.



Enabling ways of working to support a family-friendly, flexible culture.



Delivering a cultural change programme which focuses on Diversity and Inclusion.



Providing development opportunities to support women and help them progress into more senior roles.



Declaration

I confirm that the **DAS UK Group Gender Pay** statistics featured in the above report are accurate, and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kate Banks

Kate Banks

Group Director of HR & Legal Services

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