



# Aviva Protection UK Limited Gender pay gap report 2024

This report refers to the reporting period as at 5 April 2024, prior to the acquisition by Aviva, published after the change in ownership.

# Introduction

The 2024 Gender pay gap report uses data as at 5th April 2024. All colleagues of AIGLL became part of the Aviva Group on the 9th April 2024 and, as such, will form part of Aviva Group's UK disclosures going forwards. AIGLL is no longer an employing entity and has been renamed Aviva Protection UK Limited, within the Aviva plc Group. Therefore whilst this report sets out the requirements for pay gap reporting including what the gap is and why there is a gap, any actions going forward can be found in Aviva Group's UK pay gap reporting (Employer –Aviva Employment Service Limited).

# Useful notes

## Pay gap vs equal pay

A pay gap is a measure of the difference between the average earnings between two groups. For gender this means between men and women, irrespective of roles or seniority.

We have a legal obligation as an employer to give equal pay for equal work.

## Mean and median explained

The mean pay gap is the difference in the arithmetic average hourly pay for one group compared to the other, within our organisation (men compared to women). The median represents the middle point of a population. If you lined up all our women and all our men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

## Legislative requirements

Gender pay gap legislation requires employers in the United Kingdom with 250 employees or more to calculate and publish, on an annual basis, gender pay gap data. This must be based on figures taken on the 5th of April each year. The specific information we are required to publish includes:

- Mean and median gender pay gap (based on an hourly rate of pay on 5 April 2024).
- Mean and median bonus gender pay gap (considers bonus pay received in the 12 months leading up to 5 April 2024).
- Proportion of men and women receiving a bonus payment.
- Proportion of men and women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into four equal parts). The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men).

# Pay gap

## Percentage difference in pay between men and women

		2024	2023	2022
Hourly fixed pay	Mean	12%	9%	8%
	Median	11%	4%	3%
Bonus paid	Mean	33%	32%	33%
	Median	20%	6%	5%

2024 figures demonstrate that the gender pay gap remains comparatively low as a result of the high number of women in senior positions. However, the gap has regrettably widened this year due to the retirement of female senior leaders and a reduction in the overall number of colleagues. The mean and median bonus gap increased in 2024, as a result of the maturity of long-term incentive (LTI) plans awarded to some of our most senior male colleagues.

## Percentage of colleagues awarded a bonus

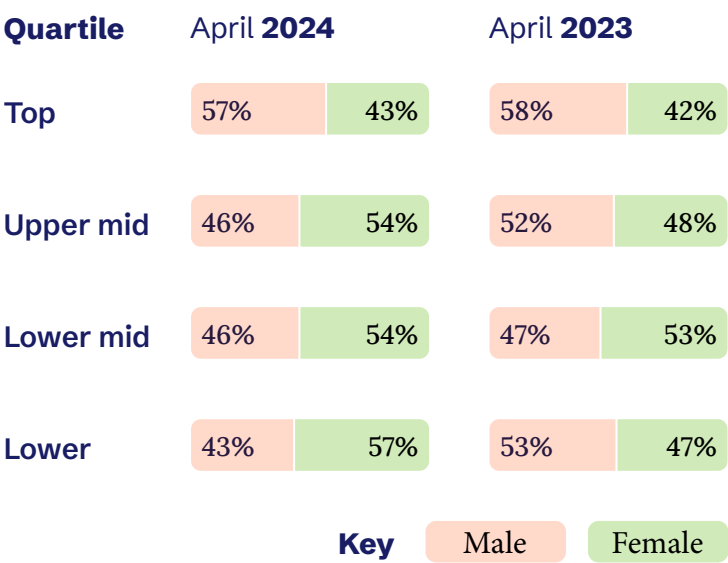
	Men	Women
Bonus	87%	84%
No bonus	13%	16%

The proportion of men and women receiving a bonus fell slightly in 2024 as a result of eligibility criteria based on hire date.

### Pay quartiles

These charts show the percentage of men and women in each group. Data shows a higher proportion of men in more senior, higher paying roles, following a reduction in the number of overall people. Despite this trend, the proportion of women in upper pay quartiles has increased slightly since the last reporting period, which is encouraging.

### Proportion of males and females by pay quartile



### AIGLL principles to address the gender pay gap:

- Fair policies and processes available to all colleagues.
- Benchmarking of remuneration against markets/peer group to ensure a fair and competitive package.
- Recruitment language and activity to reflect an inclusive culture.
- Diverse candidate shortlists when hiring from both within and outside the sector.
- Succession and talent planning activities including a focus on diverse talent.

**Colleagues of AIGLL have now become part of the wider Aviva Group. For actions please refer to the Aviva Group’s UK pay gap report 2024 (Employer – Aviva Employment Service Limited).**

I confirm that the information in this report is accurate.

**Danny Harmer,**  
Chief People Officer, Aviva

