

# FM Global Gender Pay Gap Report 2019



Established nearly two centuries ago, **FM Global** is a mutual insurance company whose capital, scientific research capability and engineering expertise are solely dedicated to property risk management and the resilience of its client-owners. These owners, who share the belief that the majority of property loss is preventable, represent many of the world's largest organisations, including one of every three Fortune 1000 companies. They work with FM Global to better understand the hazards that can impact their business continuity in order to make cost-effective risk management decisions, combining property loss prevention with insurance protection.

FM Global employs more than 5,400 employees worldwide, including 1,800 loss prevention engineers. This report is based on data from April 5, 2019, when FM Global employed 258 employees in the United Kingdom.

<b>Gender Pay Gap</b>	<b>Mean</b>	<b>Median</b>
	38.3%	49.6%

When you look at the difference in earnings between men and women, there is a gender pay gap; however, it is important to note that gender pay gap is not the same as pay equality. There is pay equality at FM Global between men and women in the same role. FM Global's gender pay gap is a result of the structure of our workforce. Many of our entry level new hire positions require an engineering qualification, generating fewer female employees. As a career-employer, our aim is to develop and promote our employees into senior roles. These factors, coupled with a long tenured workforce and high employee retention, result in FM Global having more men than women in senior roles which tend to be more highly paid.

<b>Bonus Gap</b>	<b>Mean</b>	<b>Median</b>
	60.2%	38.5%

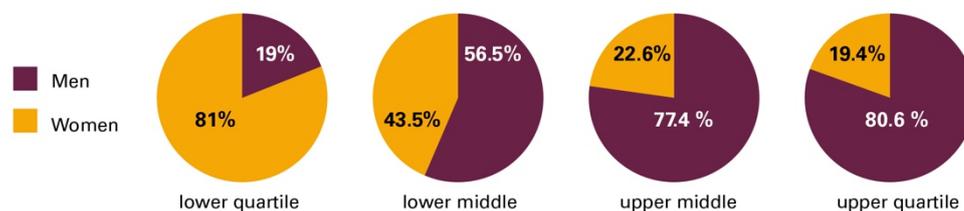
At FM Global, more men than women are in senior, technical or client-facing roles, and these roles are eligible for a different bonus scheme.

<b>Proportion of Employees Receiving a Bonus</b>	<b>Men</b>	<b>Women</b>
	76.2%	28.8%

While all employees are eligible to receive a bonus, based on company performance in 2019, only the bonus scheme for men and women in the senior technical or managerial roles met the necessary criteria for a payout.

## Pay Quartile Distribution

This shows the proportion of men to women across four equally sized pay quartiles each consisting of fewer than 63 employees.



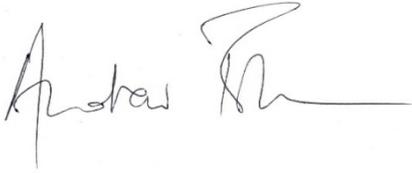
FM Global has a strong commitment to global inclusion and diversity and has started several long-term, strategic initiatives to address the gaps in gender composition at the most senior levels of our workforce.

Where other insurance companies rely primarily on actuarial tables, we use a hands-on, engineering-based approach. Around a third of our workforce work in engineering roles and those with engineering backgrounds are highly represented in our senior professional and technical roles as well as senior leaders. Our ability to recruit, develop and advance women to senior levels of leadership, in roles that require an engineering background, is impacted by the representation of women engineers in the workforce, which is approximately 12%. Today, FM Global's women engineer representation is reflective of the workforce.

The availability of promotional and hiring opportunities is also important. Therefore, we have implemented a thorough succession process focused on talent development while considering diversity throughout.

Further, with the maturity of our diversity, inclusion and equity initiatives, we will strengthen our culture of inclusion through the establishment of business resource groups, implicit bias mitigation training as well as a targeted diversity recruiting strategy.

I confirm the data in this report is accurate.

A handwritten signature in black ink, appearing to read 'Andrew Bryson', with a long horizontal flourish extending to the right.

Andrew Bryson  
Managing Director, FM Insurance Company Limited

A handwritten signature in black ink, appearing to read 'Natalie Spotswood', with a stylized, cursive script.

Natalie Spotswood  
Legal Director, FM Insurance Company Limited