



Gender Pay Gap Report 2020

FM Insurance Company Limited employed 246 employees in the UK on 05 April 2020 therefore is not legally obliged to report Gender Pay Gap statistics however we outline our results below for transparency.

Gender Pay Gap	Mean	Median
	37.8	47.8

Bonus Gap	Mean	Median
	67.4	77.6

Proportion of employees receiving a bonus	Men	Women
	99.3	99.0

Pay Quartile Distribution

	Lower quartile	Lower middle	Upper middle	Upper quartile
Men	20.3	55.9	76.3	82.8
Women	79.7	44.1	23.7	17.2

FM Global has a strong commitment to global inclusion, diversity, equity 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 is in engineering roles, and those with engineering backgrounds are highly represented in our senior professional and technical roles as well as senior leadership. 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%. In March 2021, FM Global's women engineer representation in the UK is 15.9%.

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

Further, with the maturity of our diversity, inclusion, and equity initiative, we have taken demonstrative steps to further strengthen our diversity, inclusive culture, and equity. We have established an Inclusion Steering Committee responsible for governance, employee-led, employee resources groups such as the global Women's Forum tasked with helping drive gender parity, as well as leadership and employee education and skill development.