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## MAPFRE ASISTENCIA  UK

## Gender Pay Gap

### MAPFRE Asistencia UK - Gender pay equality

MAPFRE Asistencia UK is committed to having a diverse workforce that reflects the UK demographics and the local workforce in the locations where we operate.

MAPFRE Asistencia UK is an equal opportunities employer and we believe that gender pay equality is an important goal for the Company to aspire to.

The Company intends to attain this goal over the medium to long term.

As the Company believes it is already making progress, we have decided to publish our 2018 figures early (based on the period of twelve months up to 28 March 2018).

### MAPFRE Asistencia  Headcount at 28 March 2018  - 259

### 1. Hourly gender pay gaps (males vs females)

The gender pay gap is the difference (mean and median) between the hourly rate of pay of male relevant employees and that of female relevant employees. This is expressed as a percentage of the hourly rate of pay paid to male relevant employees.

The relevant periods for the figures below are the twelve months up to 5 April 2017 and the twelve months up to 28 March 2018.

**2017 Mean**        **23.24%**

**2017 Median**      **10.86%**

**2018 Mean**        **13.49%**

**2018 Median**      **12.32%**

## 2.  Gender bonus gap (males vs females)

The gender bonus gap is the difference (mean and median) between the bonus paid to male relevant employees and that paid to female relevant employees over the 'relevant bonus period'. This is expressed as a percentage of the bonus paid to male relevant employees. The 'relevant bonus period' is the period of twelve months ending on 05 April 2017. For the 2018 figures, the relevant period is the twelve months up to 28 March 2018.

Employees who work part-time receive their bonuses on a 'pro rata' basis, but the calculation for the gender bonus gap  does not allow any adjustment to bring these bonuses back to their 'full time equivalent' level.

**2017 Mean**          **58.0%**

**2017 Median**        **51.0%**

**2018 Mean**          **45.4%**

**2018 Median**        **26.4%**


## 3.  The proportion of employees who received a bonus

The proportion of relevant employees (male and female) who received a bonus payment is expressed as a percentage of all relevant employees (male and female) in MAPFRE Asistencia during the period of twelve months ending on 05 April 2017. For the 2018 figures, the relevant period is the twelve months up to 28 March 2018.

**2017**

**Male**          **60.6%**

**Female**        **49.0%**


**2018**

**Male**          **57.9%**

**Female**        **46.4%**

## 4. The percentage of males and females in each quartile of the pay distribution

This information reflects the proportion of male and female relevant employees in four quartile pay bands i.e. lower (Q1), lower middle (Q2), upper middle (Q3) and upper quartile (Q4). The quartile bands are established by ranking all relevant employees (male and female) from the lowest hourly rate of pay to the highest hourly pay rate of pay and dividing the entire workforce into four equal parts. Once the quartiles have been defined, the proportion of male and female employees in each quartile band is calculated as a percentage of the relevant employees in that pay band.

**2017**

| Q1 | | Q2 | | Q3 | | Q4 | |
|---|---|---|---|---|---|---|---|
| Male | Female | Male | Female | Male | Female | Male | Female |
| 58.46% | 41.54% | 40% | 60% | 47.69% | 52.31% | 76.56% | 23.44% |

**2018**

| Q1 | | Q2 | | Q3 | | Q4 | |
|---|---|---|---|---|---|---|---|
| Male | Female | Male | Female | Male | Female | Male | Female |
| 40.0% | 60.0% | 49.23% | 50.77% | 55.38% | 44.62% | 67.16% | 32.84% |

**I confirm that the figures in the Company's disclosure are accurate and have been correctly calculated in accordance with the UK Government's gender pay gap reporting requirements, as outlined in the relevant legislation**

**Jair Marrugo**

**General Manager – UK**