



UK Gender Pay Gap

2018

AIG Life Limited (AIG Life) is committed to maintaining an inclusive, flexible and respectful culture and workplace. That commitment includes being transparent about our gender pay gap.

AIG encourages a diverse and inclusive workforce and supports the advancement of women across its footprint. To see Gender Pay Gap analysis of AIG's other UK entities, click [here](#) for AIG in the UK and [here](#) for Talbot.

This is the first year that AIG Life has had over 250 employees and is required to report its gender pay gap. In 2017, we conducted an internal analysis, discussed what we had found, agreed how we would maintain and improve our position and shared our findings with employees.

The analysis of our gender pay and bonus gaps on 6th April 2018 shows there is little gap due to the high number of women we have in senior positions. We continue to hire the best people at AIG Life based on their talents, to continue our culture of success, reward, opportunity and work life balance.

Our Pay Strategy

AIG Life is confident that men and women are paid equally for doing equivalent jobs across our business. We will continue to ensure our policies and processes are fair to all employees. This includes an annual review of our remuneration policy by our Remuneration Committee. We employ tools and practices that enable us to benchmark our total remuneration objectively against our chosen markets/peer group to ensure that our package is fair and competitive in the market.

We work hard to develop, recognise and reward the contribution of all our employees. In this competitive market for talent, we strive to attract highly motivated people, keep them engaged and help them achieve their career aspirations.

Diversity and Inclusion

AIG Life is an Equal Opportunities employer and actively promotes inclusivity, equality and diversity. A more inclusive approach to all aspects of employee life creates an environment that allows talent to flourish, generates effective collaboration, greater productivity and strong employee engagement.

Our policy ensures all individuals at all levels of the organisation understand AIG Life's expectations and culture about the fair treatment of colleagues. We proactively develop and implement strategies that drive our ambition to have a diverse and inclusive employee population.

Recruitment Activity

We appoint people to roles based on talent and merit, regardless of age, race, gender, gender identity, marital status, sexual orientation, disability or religion and belief. The language and activities we adopt in our recruitment process are reflective of our inclusive culture.

We strive to make the wording of our job descriptions gender neutral and we work with specialist support services to offer mentoring for parents and people returning to work after a leave of absence from our industry.

We ensure roles are flexible and agile to suit the lifestyles of employees, which is in part why one-third of our employees are remote workers. Our employees have approval from their managers, where practical, to work flexibly and remotely.

UK 2018 GENDER PAY GAP REPORT

What is the Gender Pay Gap?

UK government legislation requires employers with 250 staff or more to publish statistics outlining the difference between the average pay of male and female employees. The analysis is based on data as of the 5th of April every year. Companies must disclose the gender pay gap and the gender bonus gap based on the mean and the median, the proportion of men and women that receive a bonus, and the proportion of men and women in each quartile. This is different to Equal Pay, which legislates that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010. It is unlawful to pay men and women differently for performing the same job.

For the purposes of gender pay gap reporting, bonus pay calculations include any rewards related to profit-sharing, productivity, performance, incentive or commission.

Pay Gap

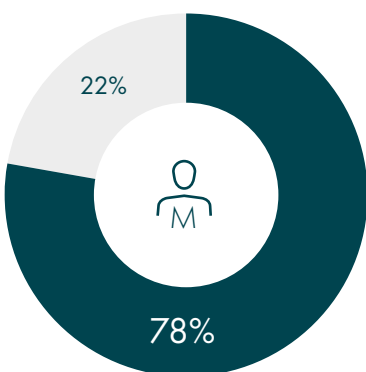
The mean is calculated by dividing the total by the number of people considered. The median is defined as the midpoint of all the numbers in the range.

The percentage difference in pay between men and women

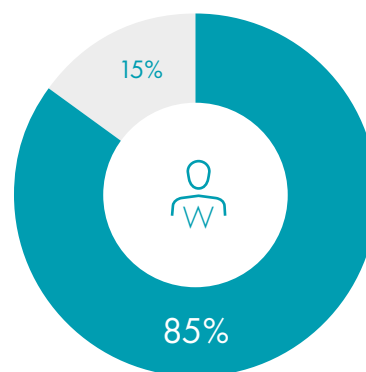
	Mean	Median
Hourly fixed pay	-4%	-4%
Bonus paid	27%	-2%

Our policy and culture of inclusivity and flexible working, regardless of gender, has a positive impact on our mean and median hourly pay across all levels of the business. AIG Life's pay difference in 2018 is slightly in women's favour and reflects the proportion of females evenly split across the upper and lower ends of the business.

Employees awarded a bonus for 2017



● Bonus ● No bonus

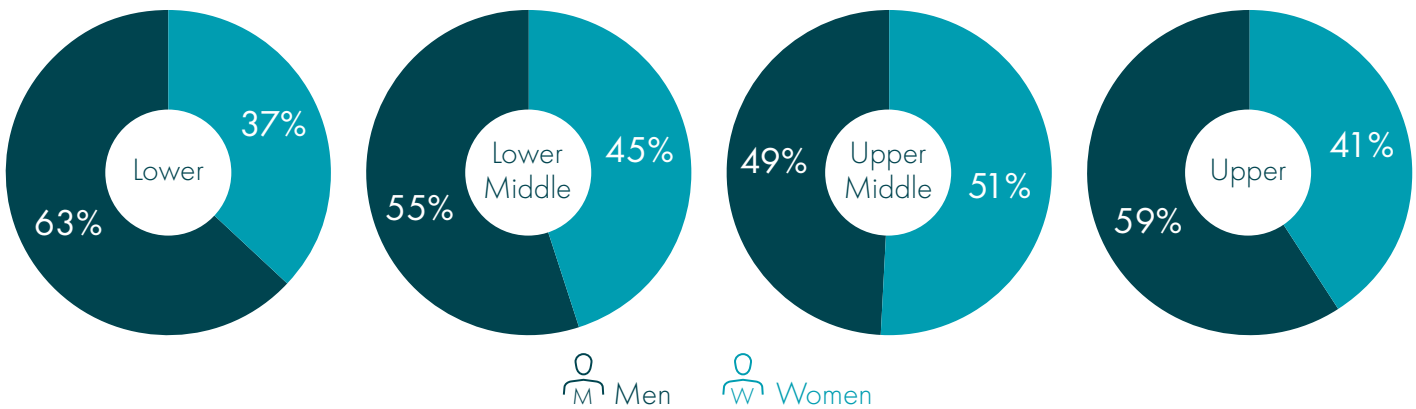


● Bonus ● No bonus

The difference between the number of men and women who received a bonus during the reporting period is in part because AIG Life hired more men than women after October 2017 who joined too late in the business year to qualify for a bonus. We are confident as a business that men and women have an equal opportunity to participate in the various bonus schemes.

Pay Quartiles

Quartiles are calculated by ranking the hourly pay for each employee from highest to lowest. The list is then divided into four equal sized groups of men and women. The adjacent graph shows the percentage of men and women in each group.



What we are doing to address this:

AIG Life will continue to recruit the best talent for each role, regardless of gender or background to drive inclusivity within our organisation. We anticipate we will further increase the number of women in senior positions and look for opportunities to offer career progression to all employees regardless of quartile and gender. To do this, we will:

- Enhance our parental leave policy for both women and men, and actively promote it through improved communication and awareness
- Encourage flexible working for both men and women
- Maintain a diverse and inclusive recruitment selection process
- Actively encourage senior leaders to mentor and coach employees where they display leadership and career development potential
- Continue to provide a support programme for all employees returning to work after a career break
- Broaden training on unconscious bias and diversity from hiring managers to all employees
- Continue to support the ABI Talent & Diversity Network, and the Women in Protection network
- Expand our membership of employee networks and continue to support further involvement in the Employee Resource Groups globally.

We recognise the social and commercial benefits of having a truly inclusive workforce and remain committed to equal opportunities. We have worked hard since the launch of our company to create a balanced working culture where women and men are comfortable in their environment, can progress into leadership opportunities should they wish to and can prosper to suit their chosen lifestyle.

We will continue to monitor the effect our initiatives have on our workforce and introduce new ones where appropriate to encourage continued diversity, inclusion and prospects for all. Our aim is to maintain gender equality and a culture of inclusivity across our organisation.

We can also confirm that the data reported is accurate.

Adam Winslow
Chief Executive Officer

Laura Young
Head of HR & Development

