

International SOS supports the Government's objective in introducing the new gender pay gap reporting. On 3 April 2018 we reported our pay gap information for the year ending April 2017.

For the majority of employees, including frontline, junior and middle management at International SOS Assistance Ltd there is no gender pay gap. In our organisation where we have male and female employees doing the same role, there is no gender pay gap. However, where the gender pay gap statistics do highlight a gap is among the most senior 25% of London employees. London is the home for many of our senior regional and group executives and a high percentage of these roles are filled by male employees. As a company we are committed to addressing this imbalance and this is where our focus is being placed.

We have already put in place programmes and policies so that an increasing number of our senior roles are filled by women. And here we are making progress. As an example, in the Northern Europe leadership team, we have now a 50/50 split of women and men.

Some of the actions that support the career development of our employees include:

- o The European Leadership Development Programme (ELDP); this year 60% of the participants were female. These participants are the very individuals, who will be moving into the senior regional and corporate roles when appropriate.
- o We have implemented 'unconscious bias' training for our management population to ensure that decisions around pay, career development and remuneration are truly free from any gender bias.
- o The company is committed to implement a global role banding structure, which will ensure that roles are graded and remunerated consistently irrespective of gender.
- o We undertake regular market assessments to provide salary and benefit packages that are competitive in the market place, irrespective of whether the employee is male or female. We use a number of professional, external and independent remuneration consultancies, such as Mercer and Hay to ensure that we position our salary levels are at a competitive level which reflects the responsibilities of the position. These exercises are gender neutral.
- o We have introduced a number of training opportunities including Impactful Presence training, workshops on Career Development & INSEAD Women's Leadership Programme.
- o We have enhanced our maternity & paternity leave policies in the UK; introduced career breaks & additional leave purchase across Europe to enable better work-life balance.

In addition, to show our strong aim to making a difference, we have signed up and pledged our commitment to the Government's **Think, Act, Report campaign** <https://think-act-report.campaign.gov.uk/>.

## Gender Pay Gap Reporting statistics

Difference in mean pay	42%	Difference in mean bonus pay	63%
Difference in median pay	23%	Difference in median bonus pay	68%

Proportion of men / women who received bonus pay in the relevant period	<b>Male</b>	<b>Female</b>
	67%	54%

Number of men / women in the quartile pay bands: Upper, Upper Middle, Lower Middle, Lower		<b>Male</b>	<b>Female</b>
	<b>U</b>	67%	33%
	<b>UM</b>	32%	68%
	<b>LM</b>	23%	77%
	<b>L</b>	33%	67%

I can confirm that the gender pay gap data contained in this report for International SOS Assistance UK Limited is complete and accurate.

Dominik Schaerer, Regional General Manager for Northern Europe.

