



Gender Pay Gap **Report 2024**



Contents

- 3 Foreword
- 4 Our statistics
- 5 What's causing our gap?
- 6 Declaration



Foreword

In 2024 **DAS UK** was acquired by **ARAG SE** and as a result our data now includes an additional approx. 160 employees from their plc business in the UK.

We are delighted that our new owner shares our commitment to inclusion and in the last 12 months we have continued our focus by:

- Providing guidelines for managers on supporting women through menopause which includes mandatory face to face employee and manager awareness sessions to ensure women are supported.
- Remaining committed to **Women in Finance** and the **Women in Law Charter** which continues to focus on career progression into leadership roles. In **Law** we have focused on our reverse mentoring programme to give senior leaders insight into the challenges our female employees face.
- Ensuring women are on selection panels for all management roles (not just senior leadership roles).
- Holding exit interviews for all female senior managers to help us understand and learn from their experiences.
- Hosting career networking sessions throughout the year where senior leaders take time to talk to more junior female employees about managing their career and progression.
- Running our **Leadership** programme which has now upskilled all our managers in having career and development conversations, with the expectation that they complete them on a regular basis.

We recognise that we still have further to go to create a diverse and inclusive culture, but we have made progress, and we are committed to continuing to do so in order to ensure that all our people are respected and recognised for who they are and have a sense of belonging in our workplace.

With thanks

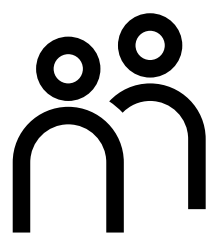


Kate Banks

Chief People Officer



Our statistics



	ARAG UK	
	Mean	Median
Average Pay Gap	26.0%	21.4%
Bonus Pay Gap	67.9%	7.6%
	Male	Female
Percentage of Employees Receiving a Bonus	41.1%	29.8%



What's causing our gap?

The gender pay gap at **ARAG UK**, which differs from and is not caused by *unequal pay*, has continued to be driven by a higher proportion of men in more senior positions.

Percentage of employees in each pay quartile

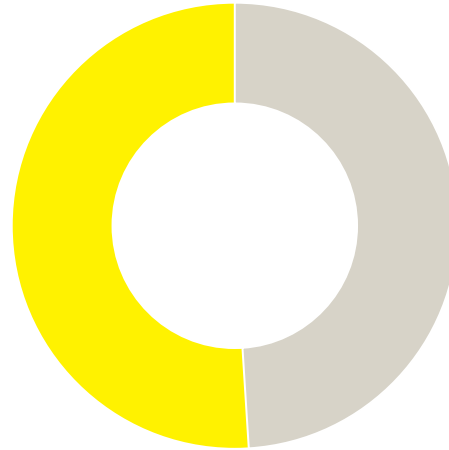
Top quartile (highest paid)

43.7% female **56.3%** male



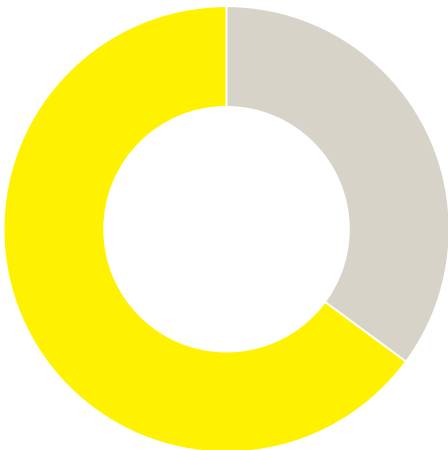
Upper middle quartile

51.0% female **49.0%** male



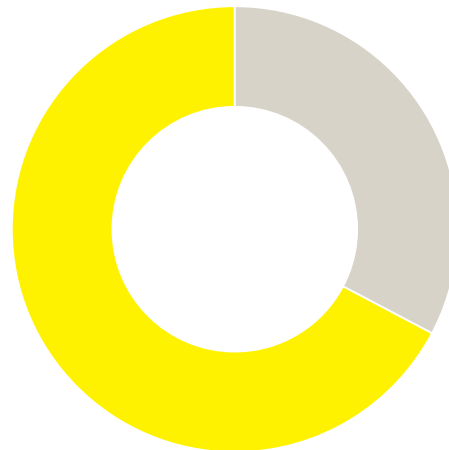
Lower middle quartile

63.6% female **36.4%** male



Lower quartile (lowest paid)

72.2% female **27.8%** male



Declaration

I confirm that the **ARAG UK Group Gender Pay** statistics featured in this report are accurate and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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