

A low-angle photograph of a sailboat's mast and rigging against a teal sky. The rigging consists of numerous thin lines forming a complex web. A large, dark, curved sail is visible on the right side of the frame. The overall color palette is dominated by teal and dark tones.

Gender Pay Gap Report United Kingdom 2019

CHUBB®

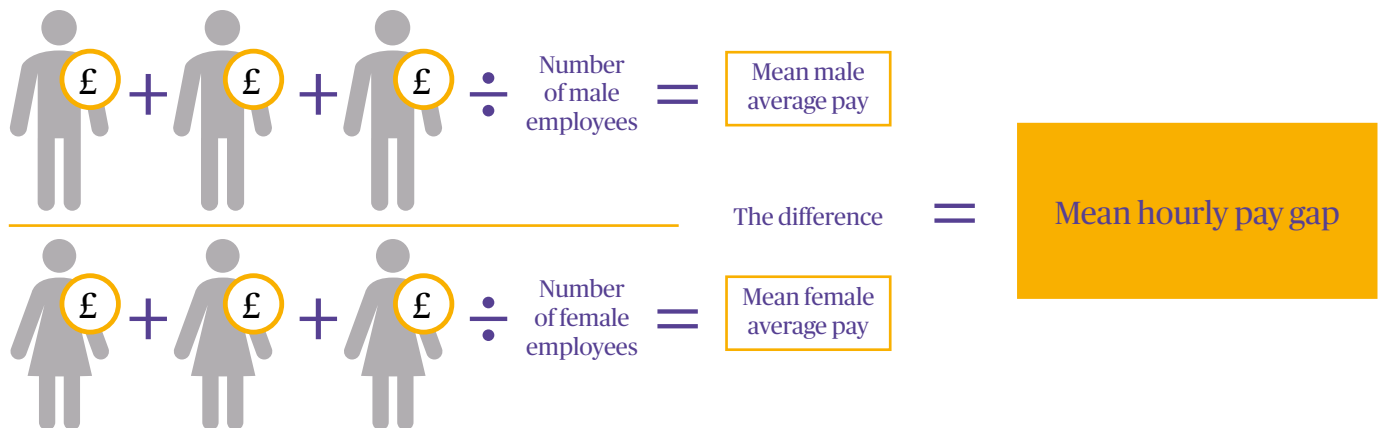
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How the gender pay gap is calculated

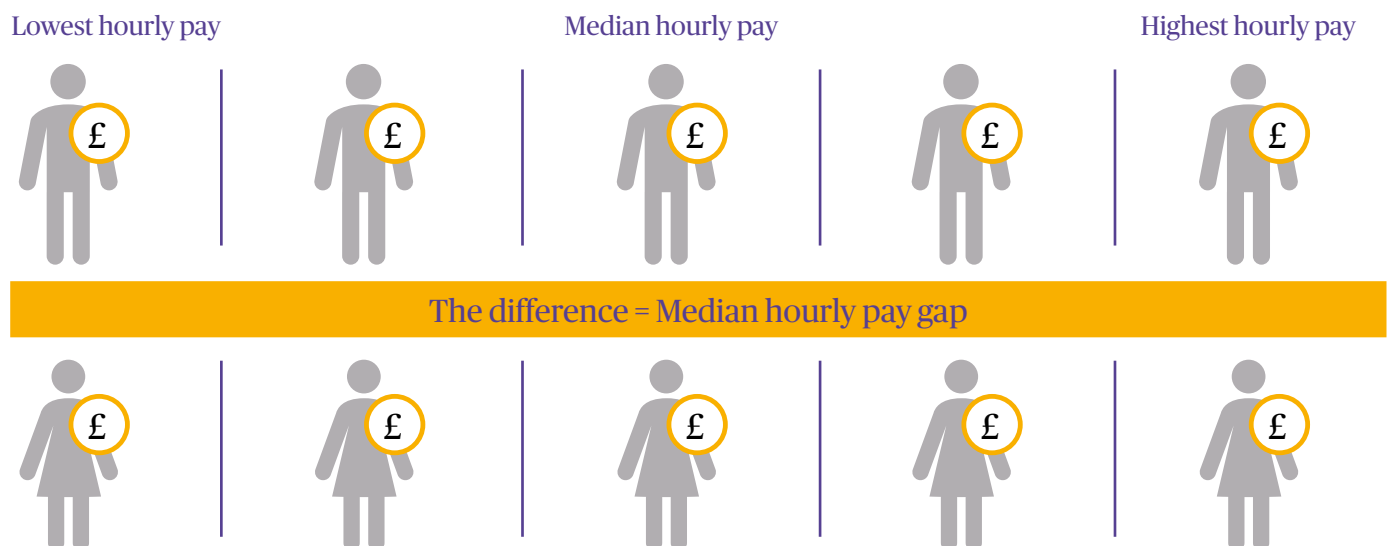
Calculating the mean difference

The mean is the average, calculated by adding together the total pay of all employees within a group, and dividing by the number of employees within that group. This calculation is completed separately for men and women, with the totals then compared.



Calculating the median difference

The median is the number which sits in the middle of a ranking of pay, from lowest to highest. It's calculated by arranging the numbers in order of magnitude, and determining the middle value.



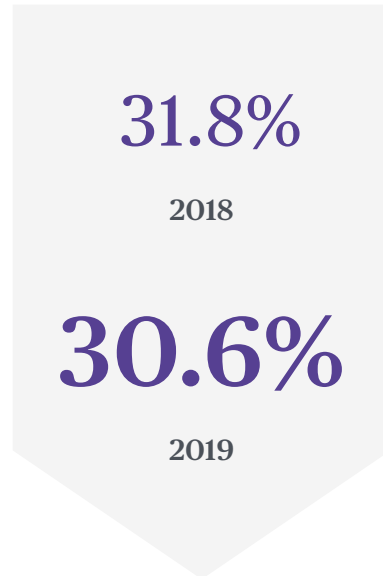
The numbers

What is the gender pay gap?

The gender pay gap measures the difference in earnings for the average man and the average woman within an organisation.

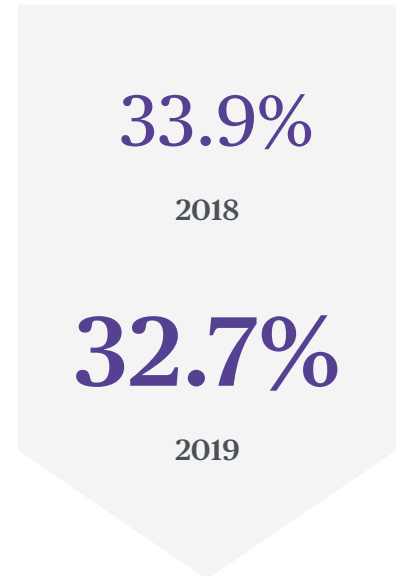
The gender pay gap measures the difference between the mean and median male pay and the mean and median female pay as a proportion of the mean and median male pay between all women and all men at Chubb in the UK. We are pleased to report an improvement in our gender pay gap numbers for 2019.

Pay gap median¹



1. The difference in the median pay of men and women, expressed as a percentage of men's pay.

Pay gap mean²



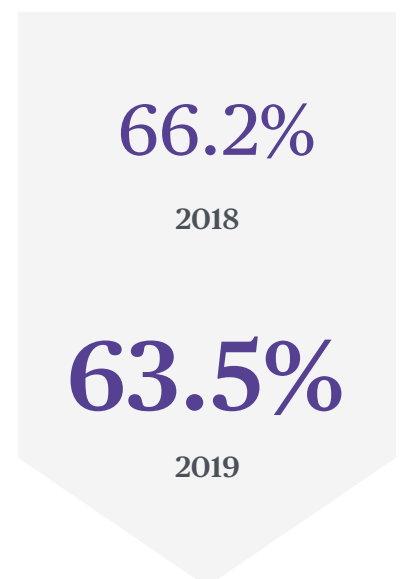
2. The difference in the mean pay of men and women, expressed as a percentage of men's pay.

Bonus gap median³



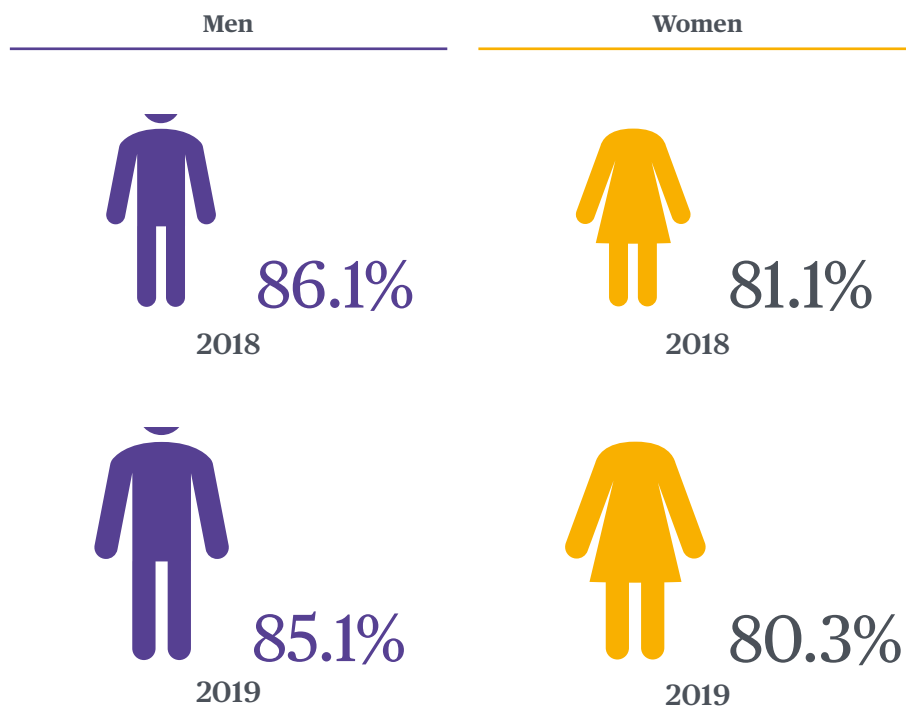
3. The difference in median bonus pay of men and women, expressed as a percentage of men's pay.

Bonus gap mean⁴



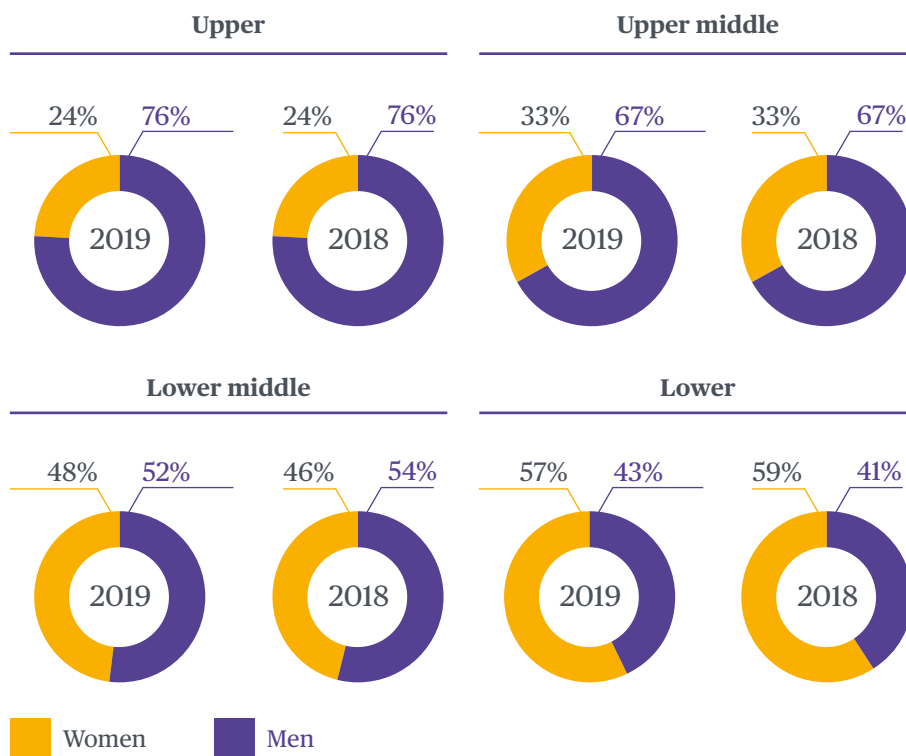
4. The difference in mean bonus pay of men and women, expressed as a percentage of men's pay.

Percentage of employees receiving bonus⁵



5. The proportion of men and women who received bonus pay.

Employees in each pay quartile⁶



6. The proportion of men and women in each of four quartile pay bands during the relevant period.

I confirm that the data reported is accurate.

David Furby
Regional President,
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and Africa

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