

# ENSTAR UK GENDER PAY GAP REPORT 2025



As a UK company employing more than 250 employees, Enstar (EU) Limited (“Enstar UK”)<sup>1</sup> is required to publish our gender pay gap data. This is Enstar’s sixth year of reporting this information. This report details the gender pay gap for employees of Enstar UK as of 5 April 2024.

## Summary of our Numbers

### 2024 PAY GAPS



#### HOURLY PAY GAP

Mean **28.7%**      Median **21.8%**

#### BONUS PAY GAP

Mean **58.1%**      Median **49.9%**

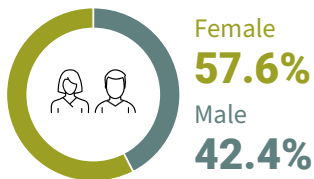
#### PERCENTAGE OF EMPLOYEES RECEIVING A BONUS

 Female **86.9%**  
 Male **87.7%**

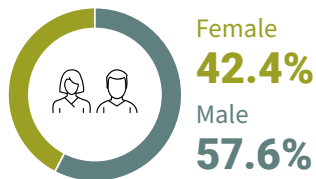


### PROPORTION OF MEN AND WOMEN BY PAY QUANTILES

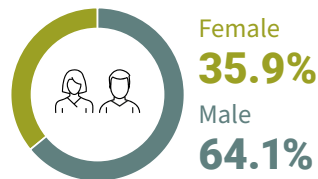
#### LOWER



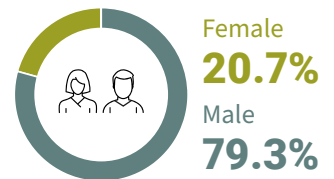
#### LOWER MIDDLE



#### UPPER MIDDLE



#### UPPER



<sup>1</sup> Enstar UK’s ultimate parent company is Enstar Group Limited, a Bermuda company (together with its subsidiaries “Enstar Group”).

# What is driving the gap?

It is important to recognise that the required disclosures per the regulations are not a measure of pay equity. As the statistics do not consider for differences in pay by level, experience, job function or job performance, they are not an indication of whether employees are receiving equal pay for equal work. We are confident that our robust processes and pay practices result in equitable pay for our employees.



## FACTORS THAT INFLUENCE OUR GENDER PAY GAP

**The disclosed pay gaps in this report reflect the fact that there are more men than women working in higher-level positions, where hourly rates and bonuses are higher, and share-based awards are more common.**

### SECTOR

Historically, the insurance sector has attracted a higher proportion of men to women, which continues to be a challenge for the sector and Enstar UK. Enstar Group has also historically operated as an acquisitive business model with employees hired along with the acquired business. Given this feature, gender representation is often heavily influenced by the legacy employer; however, we expect this influence to lessen over time.

### DEFERRAL SCHEMES

Enstar UK provides opportunities for employees to make responsible financial decisions where possible. One such programme is to give employees the choice to put their annual bonus into pension. We are committed to offering employees the choice to make financially sound decisions where possible, however as the calculations are based on net pay, opting to defer pay can have a negative impact on the reporting metrics.

### AGE DEMOGRAPHIC

We operate largely in the run-off legacy insurance sector where we have inherited more tenured employees, which means we have a concentration of employees in the 45-60 age range. Traditionally, gender representation of more tenured employees in the run-off legacy insurance sector is typically weighted towards men.

### REPRESENTATION

Lower representation of women in senior leadership roles, which are often higher paying positions.

### LOW ATTRITION

Exceptional employee engagement translates into a low attrition rate, which means the rate of change in our gender pay gaps is slower than in other organisations with a higher turnover.

### FLEXIBLE WORKING

Enstar UK is proud to offer flexible working policies that support working parents – many of whom are women. We view flexibility not just as an accommodation, but as a key enabler of inclusion and performance.

# Closing the Gender Pay Gap

Enstar Group, including Enstar UK, is dedicated to fostering a welcoming environment of mutual respect amongst colleagues where employees of all genders are recognised for their contributions to the success of the business. We have implemented a multi-faceted action plan to help retain our valued workforce by creating awareness and increasing engagement.

## OUR ACTIVITIES IN ACTION



### INCLUSIVE LEADERSHIP PROGRAMME

Creating an Inclusive Leadership Programme to offer practical support to managers to ensure all our people processes and practices remain gender-neutral and free of unconscious bias.



### FUTURE TALENT

Securing a pipeline of high-calibre future talent through our Summer Internship and Emerging Talent Programmes that offer equal opportunities to all genders and socioeconomic backgrounds.



### BALANCED LEADERSHIP DEVELOPMENT

Delivering a balanced Management Development Programme that focuses on ensuring strong participation for all genders and equal consideration across all functions.



### AGILE WORKING PRACTICES

Agile working practices are recognised as key for working parents, many of whom are women, and productivity; managers are committed to accommodating job flexibility to benefit both employees and the company as appropriate.



### GENDER-NEUTRAL HIRING

Talent Acquisition processes are intentionally designed to be gender neutral from creating candidate profiles to gender balanced candidate shortlists and interview panels. Prioritising skills-based hiring practices to underpin transparent and fair selection processes has resulted in Enstar Group attracting an intake of new hires from varied backgrounds.



### VARIED CANDIDATE REPRESENTATION

Ensuring a wide representation of candidates for all open positions at Enstar Group and requiring gender-balanced shortlists.



### INTERNAL TALENT FOCUS

Establishing Talent Review Boards that champion performance management and prioritise internal talent for promotion opportunities.



### GROWING EMPLOYEE NETWORKS

Growth of Employee Resource Groups to help inform and guide enhancements to our global policies.



# Closing the Gender Pay Gap

## CELEBRATING EMPLOYEE ENGAGEMENT

The success of these initiatives is evident in employee engagement scores measured via annual surveys and regular focus groups, which explore the employee experience and define areas for focus and follow-up.

Current results indicate employees consider Enstar a place where they can be themselves, with positive scores including:

**92%**

feel they are treated fairly and with respect regardless of their background or culture

**89%**

are comfortable in speaking up and expressing their ideas with their manager and colleagues

**84%**

believe Enstar Group's leaders and managers demonstrate strong support for diversity and inclusion

**79%**

of employees feel perspectives like theirs are included in departmental decision making



For more information, please contact [HR.Group@enstargroup.com](mailto:HR.Group@enstargroup.com)