



TOKIOMARINE
HCC



Tokio Marine HCC 2017 gender pay gap report

Introduction

At Tokio Marine HCC (TMHCC), a trading name of HCC International Insurance Company, we are committed to promoting equal opportunities, valuing diversity and encouraging a culture where each employee can achieve their full potential whatever their gender or background.

This report shows the results of our gender pay gap analysis for UK employees, based on hourly rates of pay as at 5th April 2017.

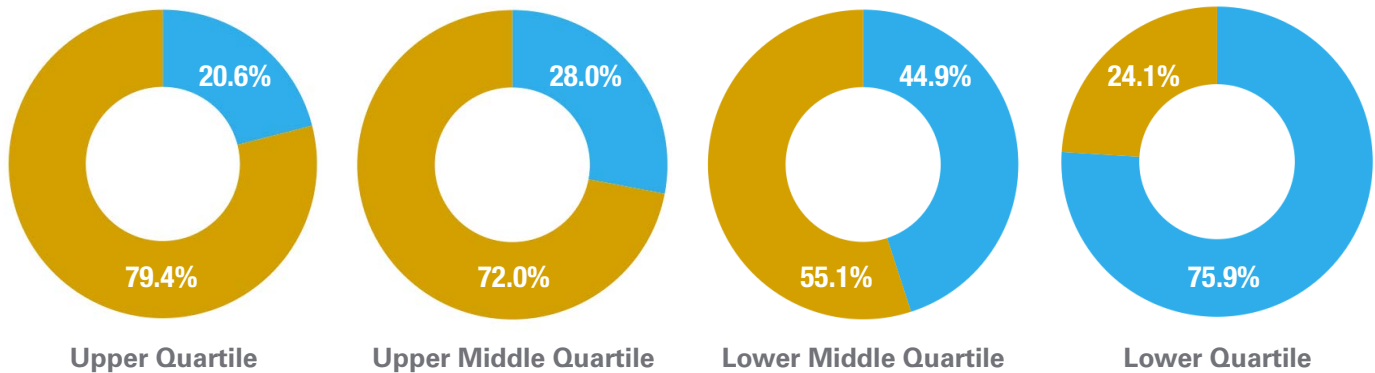
Whilst we do have a gender pay gap, it is important to highlight that it is not unequal pay that is driving our gap; we regularly review pay to ensure that we are offering equal pay for equal work regardless of gender.

The gender pay gap at TMHCC in the UK is driven by there being a greater proportion of men than women in senior level positions where hourly rates and bonuses are higher.



Our results

M **F** The chart below shows the proportion of men and women in each hourly pay quartile (as of 5th April 2017).

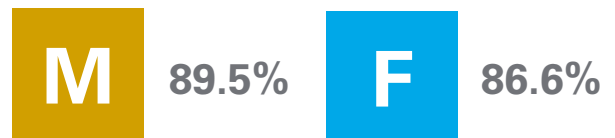


Gender and bonus pay gap

The table below shows our UK mean and median gender pay gap and gender bonus gap. These figures are based on hourly rates of pay as of 5th April 2017 and bonuses paid in the 12 months to April 2017.

	Mean	Median
Gender Pay Gap	47.5%	46.3%
Gender Bonus Gap	76.5%	56.5%

The chart below shows the proportion of men and women who received a bonus during the 12 month period to the 5th April 2017.



Addressing our gender pay gap

We are committed to improving the progression of women in our business by actively focussing on the professional development of our female employees and providing them with opportunities to progress to senior level positions.

In 2017 we launched a global leadership development programme which was set up to identify and develop high potential employees to become future leaders of the company.

Last year we significantly enhanced our maternity (and paternity) benefits, we believe that this will further help us to retain and attract women in the workforce.

We will also continue to explore and support flexible working options at all levels.

We are committed to ensuring that we have an inclusive workplace, and we will continue to raise awareness of unconscious bias by training our managers on how to identify and challenge it.

Declaration

I confirm that the information in this report is accurate.



Barry J. Cook

Chairman & Chief Executive Officer



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Tokio Marine HCC is a trading name of HCC International Insurance Company plc.

A subsidiary of HCC Insurance Holdings, Inc., HCC International Insurance Company plc is authorised by the Prudential Regulation Authority (PRA) and regulated by the UK Financial Conduct Authority and Prudential Regulation Authority.

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