

# Gender Pay Gap

Report 2022

At IAG Loyalty it's our ambition to foster a culture of inclusivity, where everyone has an equal opportunity to do their best work, whilst feeling represented in our club.

It's written in our values that "we take Belonging seriously", so it's vitally important to us to have a workforce that represents this.

In 2021 our data was showing a median 14% Gender Pay Gap. For 2022, our gap has moved to 22%. Which, for this reporting cycle, can be explained by a few different factors detailed further in this report.

We want IAG Loyalty to be a place where women thrive. This year we've started work on a number of different equity, diversity and inclusion strategies. We're ensuring we're doing everything we can to demonstrate our commitment to not only gender equality, but to deeply embed and sustain a welcome, diverse and inclusive place for all. A true demonstration of our values.

Read on to dive into our data for 2022 and to understand further why our gap has moved and how we're implementing sustainable strategies to change the game for good. For women and other under-represented groups.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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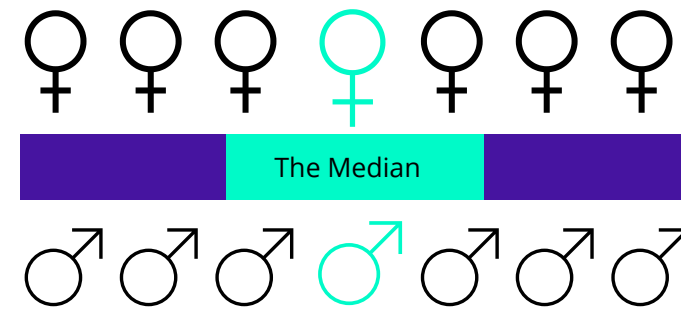


**Helen Miller**  
**Chief People Office, IAG Loyalty**

## How we work out our figures

### The Median

If you put all men and women in line, from lowest paid to highest paid, the man and the woman in the middle of each line is the median value.



### The Mean

The mean is the calculation of the average value of men and women's pay

$$\frac{\text{Total value of all female salaries}}{\text{The amount of women in the business}} = \text{The Mean}$$

$$\frac{\text{Total value of all male salaries}}{\text{The amount of men in the business}} = \text{The Mean}$$

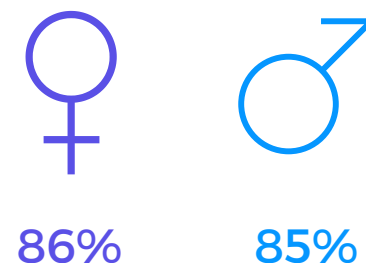
## Our results

Gender pay gap is the percentage difference between average hourly earnings for men and women in a company. A positive % indicates a favourable gap towards men, and a negative % indicates a favourable gap towards women.

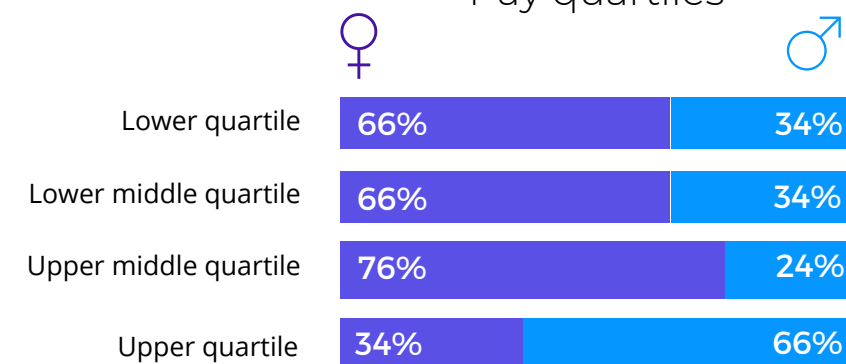


This is different to equal pay which is the difference in pay between men and women that perform the same role with the same level of experience. It's against the law to pay people unequally because of their gender.

### Percent receiving bonus



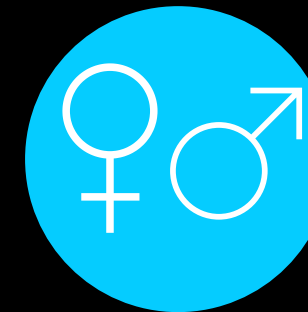
### Pay quartiles



## Three key drivers causing our Gender Pay Gap



The size of our business



The gender balance across our business



A growing business in tech, data and product and the "war" for talent

## Our commitments

The primary reason for our gap is due to more men than women occupying senior, specialist, technical and digital roles in our business. These are typically higher paying jobs. Here at IAG Loyalty we want **all people to thrive**.

As part of this ambition we've set up a series of initiatives and partnerships to drive change at IAG Loyalty for colleagues, candidates and future candidates.

Firstly, we've **hired dedicated resource** to design and deliver an **Equity, Diversity and Inclusion strategy**. Our first challenge is to understand our demographic. In partnership with industry experts, we've launched an **ED&I colleague survey** to gather insight on our protected characteristics and the real lived experiences of colleagues. The responses will identify our immediate and long term focus areas, enabling a strategic approach to creating a culture of belonging.

For colleagues, we've set up a dedicated **ED&I colleague mission**. Formed of a diverse group of people, they will gain expertise by learning from our partnership with The Unmistakables and they'll help deliver and ED&I engagement plan, bringing to life the stories, experiences and moments that matter throughout the calendar year.

We've created **EmpowHER, a women's network** to support women's careers at IAG Loyalty both horizontally and vertically. Alongside, we have created a **Male Allyship course**, designed to help men serve as advocates and drivers of change.

For candidates and future candidates, we've **agreed our partner schools and universities** to set IAG Loyalty up as a place for future talent to grow their careers.

Our commitment and ambition is clear: we take belonging seriously and want IAG Loyalty to be a place where all people can thrive.