

A photograph of two women in a professional setting. The woman on the left is smiling and looking towards the woman on the right. The woman on the right is wearing glasses and is writing in a notebook. A blue semi-transparent banner is overlaid on the image, containing the title and company name.

GENDER PAY GAP REPORT 2021

Cigna UK

Together, all the way.®



OUR GENDER PAY GAP

Mean and Median Gender Pay Gap

	Mean	Median
Pay Gap	29.21%	34.95%

The mean gender pay gap is the difference in average hourly pay of male and female employees, expressed as a percentage of the average hourly pay of male employees.

The median gender pay gap is the difference in the midpoint of the range of hourly pay for male and female employees expressed as a percentage of the midpoint of the hourly pay of male employees.

Mean and Median Gender Bonus Gap

	Mean	Median
Bonus Gap	56.74%	41.15%

We calculated the mean gender bonus gap by calculating the difference in average bonus paid to male and female employees.

The median gender bonus gap is calculated by looking at the difference in the midpoints of the range of bonus pay between our male and female populations.

OUR GENDER PAY GAP

STATEMENT

Proportion of Employees Receiving a Bonus

	Male	Female
Bonus	90.18%	94.42%

This is the percentage of our employee population who received bonus pay in the 12 months prior to 5th April 2020.

Pay quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Men	39.33%	32.46%	42.91%	65.92%
Women	60.67%	67.54%	57.09%	34.08%

This represents the proportion of men and women in each pay.

I can confirm that the data contained in this report is accurate. A full commentary and action plan will be published with our 2021/21 report in due course.



Lesley Bradley
Compensation Director

