



UK Gender Pay Gap Report 2019

MetLife is proud to have a diverse and inclusive culture, and pay equity is integral to the way we do business. We are committed to attracting, retaining, and optimising the performance of our diverse workforce, to best meet the needs of our customers.

MetLife uses a global grading framework to ensure a consistent approach to evaluating and aligning jobs based on the responsibilities and impact of the job. Compensation opportunities are defined for each job level based on market data among other factors and vary by country to be locally competitive and appropriate for the business. An employee's compensation will vary within certain guidelines based on a number of relevant business-related criteria such as the employee's experience and performance.

MetLife's culture of respect and inclusion extends to every aspect of our business, including our compensation practices. We regularly review employees' pay and our pay practices to ensure we incent the right behaviours and are providing equal pay for equal work regardless of gender.

The table below shows our median and mean gender pay gap and bonus pay gap, calculated according to the UK Gender Pay Gap Legislation and covering 319 employees as of 5 April 2019.

Difference between all men and all women (regardless of role or level)		
	Median (mid point)	Mean (average)
2019 Gender Pay Gap	33.4%	29.1%
2019 Bonus Pay Gap	57.0%	55.4%

The gender pay gap compares the pay of all men to all women regardless of their role or level. MetLife's pay gap reflects the fact that we have more men than women in senior roles that have higher compensation levels.

Following the closure of our Wealth Management business in 2017 where we saw our workforce reduce by 25%, we saw further significant changes in 2018-2019 when we closed our main London office. This reduced our total workforce by a further 7% as some chose not to relocate or commute to our office in Brighton. Whilst as a result of these organisational changes, the 2019 pay gap covers a smaller population with a different demographic relative to last year, it has increased the proportion of women in the total workforce from 39% to 42%. This has shown an improvement in the average gender and bonus pay gap figures.

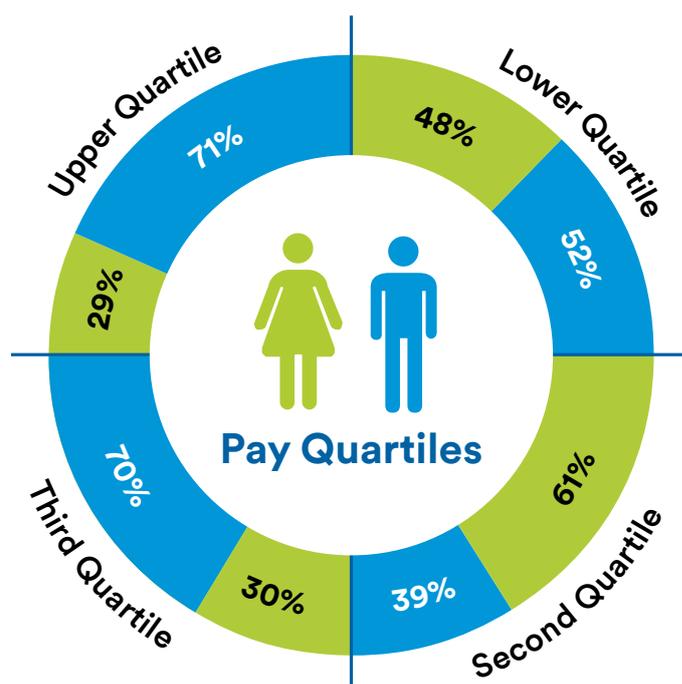
Proportion of employees awarded a bonus for 2018

All of our roles in the UK are eligible for incentive pay - those who did not receive a bonus (women or men) were either too new to participate in a bonus scheme, or were performing below expectations for the role.



Pay Quartiles

The pay quartiles below show the gender distribution across four equally sized quartiles, each containing around 80 employees. Overall, there continues to be more men than women, and more men than women in senior positions which warrant higher pay.



Company commitments and initiatives

We have a comprehensive approach to our diversity initiatives in order to make the progress we want to see. This includes continuing MetLife's **Global Women's Initiative** which helps identify and attract women to MetLife worldwide; offering an array of career development and skill building programs and resources to ensure that women thrive at all levels of the company, as well as to strengthen leadership capability of women in the talent pipeline.

In addition to this, our ongoing commitment to diversity and inclusion focused activities includes **Women's Business Network** meetings, **Lean In Circles** and **Advanced Subconscious Behaviours Training**. We continue to participate in the **30% Mentoring Club** – a high profile external programme, connecting high potential women with experienced professional mentors. Our **Diversity & Inclusion Committee** encourages further progress towards our vision for a fully inclusive environment where everyone is able to realise their potential, without any barriers to their success. The Committee is formed of several volunteer employees from across the UK and is focused on gender equality activities and initiatives as well as other aspects of diversity.

MetLife has been working to achieve gender balance under **HM Treasury's Women in Finance Charter** since 2016. In our UK Branch (approximately two-thirds of our workforce) we met our goal of having a 50/50 split of male and female employees in 2019 and 45% of senior manager positions are held by women, against our goal of 50%. To support this further, all recruitment shortlists continue to have a balance of qualified male and female candidates, and all interview panels include both male and female representatives.

We also remain committed to providing family friendly benefits such as flexible working to allow us to attract and retain a diverse workforce. 2019 saw us introduce a Carers policy to support and encourage the growing number of our employees who are carers to make use of our time off and leave policies, and a Fertility Leave policy which allows our employees who are going through or supporting a partner going through fertility treatment to have up to 5 days paid leave per year. We also took the decision in 2019, as part of an Association of British Insurers initiative, to be transparent about our parental leave and pay policies, which are now on our external facing website. This is part of a move to demonstrate our commitment to supporting working parents and championing inclusion.



In early 2020 MetLife signed the United Nations Women's Empowerment Principles, a series of commitments created by U.N. Women and the U.N. Global Compact to promote gender equality in the workplace and society. A newly created MetLife Gender Equality Team will partner with the U.N. to identify any gaps – in recruitment, retention, promotion, compensation, and succession planning – and work to close them.

We are confident that our diversity commitments will ultimately increase the representation of women in leadership roles and will strengthen diversity at our most senior levels.

MetLife recognises our dynamic environment and we regularly review and evaluate our policies, practices and procedures so that our workplace is one in which every employee feels welcome and is provided with the opportunity to work in the most effective and rewarding way possible to meet the needs of our customers.

I confirm the data reported is accurate.

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