

Gender Pay Gap Report 2025

Acorn Life DAC (“the Company”)

Introduction

We are pleased to publish our first Gender Pay Gap Report in line with the requirements of the Gender Pay Gap Information Act 2021. This legislation was introduced to promote transparency and accountability by requiring employers to report on the differences in average pay between men and women across their workforce. It focuses on overall pay disparities rather than equal pay for equal work, which is already protected under law. By sharing this information, we aim to provide insight into our current Gender Pay Gap position, explain the factors influencing our results, and outline what we do to foster an inclusive workplace.

At Acorn Life DAC we are committed to fostering an inclusive and equitable workplace where everyone has an opportunity to thrive.

Definitions

Gender Pay Gap

The Gender Pay Gap (GPG) is the difference in average hourly remuneration between men and women across an organisation, not comparing people in the same role but overall pay patterns.

Snapshot date

The snapshot date is the day in June each year that we use to take a “picture” of our workforce and pay data. All the figures in this report are based on pay for the 12 months up to and including that date. This report reflects the position as at our snapshot date of 30th of June 2025.

Mean Gender Pay Gap

The Mean GPG is the difference between the average hourly remuneration of male employees and the average hourly remuneration of female employees, expressed as a percentage of the mean hourly remuneration of male employees.

Median Gender Pay Gap

The median GPG is the difference between the midpoints of male and female hourly remuneration when listed from lowest to highest paid. As stated in the Gender Pay Gap Information Act 2021 the median is used because it gives a clear picture of typical remuneration by reducing the impact of extreme values.

Quartiles

Pay quartiles divide all employees into four equal groups based on hourly pay, from highest to lowest. Each quartile represents 25% of the workforce:

- Upper Quartile – the highest-paid 25%
- Upper Middle Quartile – the next 25%
- Lower Middle Quartile – the following 25%
- Lower Quartile – the lowest-paid 25%

Quartiles are important in GPG reporting under the Gender Pay Gap Information Act 2021 because they show how men and women are distributed across different pay levels. While the mean and median figures give an overall pay gap, quartiles reveal whether gaps are driven by underrepresentation of women in higher-paid roles or concentration in lower-paid roles.

Benefits-in-Kind

Benefits-in-kind refer to non-cash benefits provided by an employer to employees as part of their remuneration.

Equal Pay

Equal pay means that employees performing the same, similar, or equivalent work must receive the same pay and conditions, regardless of gender.

Bonus Gap

The bonus gap measures the difference between the average bonus pay received by men and women. This helps identify whether bonus payments contribute to overall pay disparities.

Gender Pay Gap Data

Hourly remuneration is used in the Gender Pay Gap Information Act 2021 because it provides a consistent and comparable measure of pay across all employees, regardless of differences in working hours, contract types, or patterns such as part-time or full-time work. The Hourly rate calculation removes distortions caused by variations in weekly or annual hours worked, overtime, or shift allowances. This ensures the GPG reflects true differences in pay levels, rather than differences in working time, making the data fairer and more transparent for comparison across roles and the organisation.

The Headcount for Acorn Life DAC covered in this report is 51 employees, 26 male and 25 female.

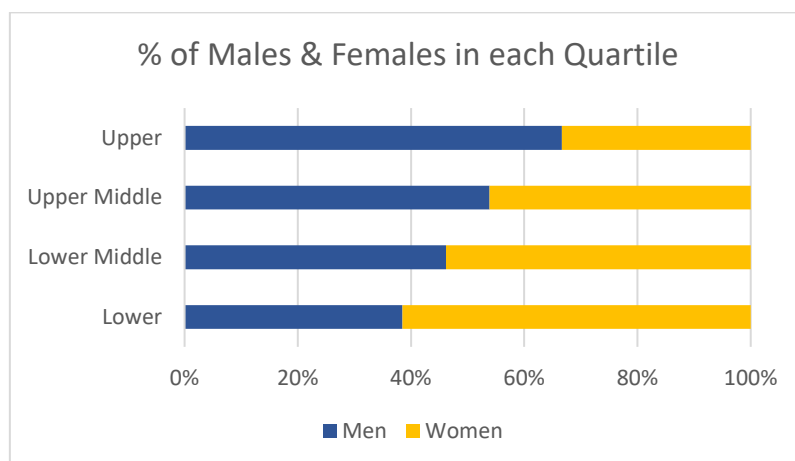
Mean and Median pay and bonus gap.

The table below shows that the mean hourly GPG is 23% and the median is 26%. Bonus GPG shows the mean is 11% and the median is 21%. This is due to the composition of our workforce which is discussed further below.

	MEAN	MEDIAN
Hourly Gender Pay Gap	23%	26%
Bonus Gender Pay Gap	11%	21%

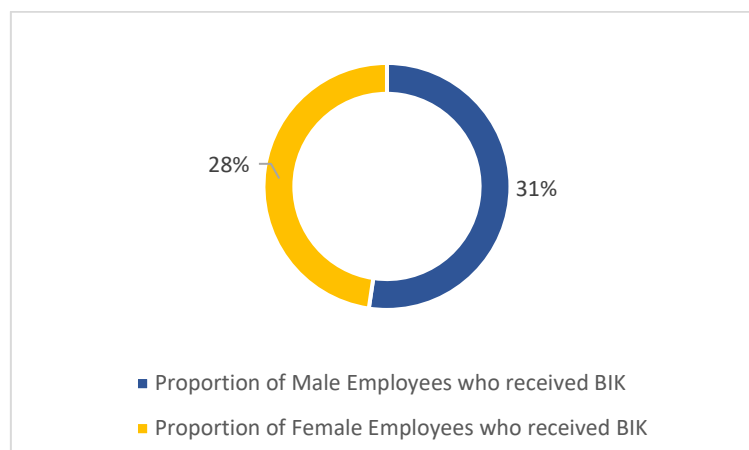
Gender Pay Quartiles

The visual below illustrates the gender distribution across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents a quarter of the total workforce and their actual pay over a twelve-month period to the end of June 2025.



Gender Pay Gaps in BIK

Proportion of employees receiving benefits-in-kind.



Reason for Our Gender Pay Gap

Our GPG is influenced by the distribution of roles within our business, which reflects historical hiring patterns. Over time, more men have held senior, technical, and specialist positions than women. While we provide equal pay for equal work and have equitable hiring practices, the overall gap exists because men have a higher representation in the higher-paid quartile.

How is the Gender Pay Gap Being Addressed?

We are committed at Acorn Life DAC to adhering to our Equity, Diversity & Inclusion Policy which sets out the Company's policy in creating and fostering equity, diversity and inclusion throughout the Company.

The Company is made up of a wide range of people with diverse backgrounds and circumstances, which we value and regard as a great asset. As part of our continued commitment to equity, diversity and inclusion, we strive to create an environment in which all members of our community should expect to be able to thrive, be respected and have a real opportunity to participate in and contribute to our activities so that they can achieve their fullest potential.

Having a commitment to equity, diversity and inclusion, supported by the Company's strategy, brings many benefits including: attracting, retaining and developing employees leading to better performance, a sense of commitment, engagement and wellbeing, and the achievement of excellence. It will result in better business outcomes, long-term customer relationships, growth in sustainable revenue and improved staff engagement and talent acquisition.

The Company is committed to equal opportunity of employment, and all employment decisions are based on merit, qualifications, and ability. Employment-related decisions are not influenced or affected by an employee's race, colour, nationality, religion, sex, marital status, family status, sexual orientation, disability, age, or membership of the traveling community. The Company requires a working environment free from discrimination, harassment, and sexual harassment.

The Company strives for recruitment, employment, training, and promotion practices and policies that are free of barriers and discrimination.

All employees with similar job descriptions or performing similar functions/roles within the Company are treated equally in all aspects of their employment including pay.