

The logo for AMWINS, featuring a stylized blue triangle to the left of the word "AMWINS" in a bold, white, sans-serif font, with a registered trademark symbol (®) to the upper right of the text.

**AMWINS**®

GLOBAL RISKS

# UK Gender Pay Gap Report **2023**



We're pleased to present our Gender Pay Gap Report for 2023.

Everyone at Amwins Global Risks remains committed to supporting the development and progression of women in our business. We're proud to be a company that is a great place to work, and we regularly receive this feedback from colleagues and see it in our regular engagement surveys. We strive to be a business where all people feel supported and are given opportunities to succeed. We continue to celebrate our female leaders by providing platforms for their stories and experiences so we can continually create a more inclusive and supportive workplace.

Our gender pay gap has increased slightly from last year to 43.7%. We attribute this gap to the greater number of men we have working as brokers, which are typically higher paid roles. We're continuing to do things to recruit more women into broking roles.

It's promising also to see that once again, we have a greater proportion of women in the lower quartile/entry level roles, which bodes well for the future of our company, and the industry as a whole.

We believe the gender pay gap at Amwins Global Risks is not a result of equal pay issues – we work hard to ensure that people who work in similar roles and perform at similar levels are paid equally. However, we still have work to do to ensure we are creating opportunities for women to progress into senior levels. This challenge is not unique to us – we believe this is something many of our industry peers are working on too.

See page 3 for further details of what we're doing to work on reducing our gender pay gap. We believe with the long-term investments and strategic initiatives we continue to focus on, we can create a company where all colleagues feel supported to develop their careers.

### **Nate Mathis**

CEO – Amwins Global Risks

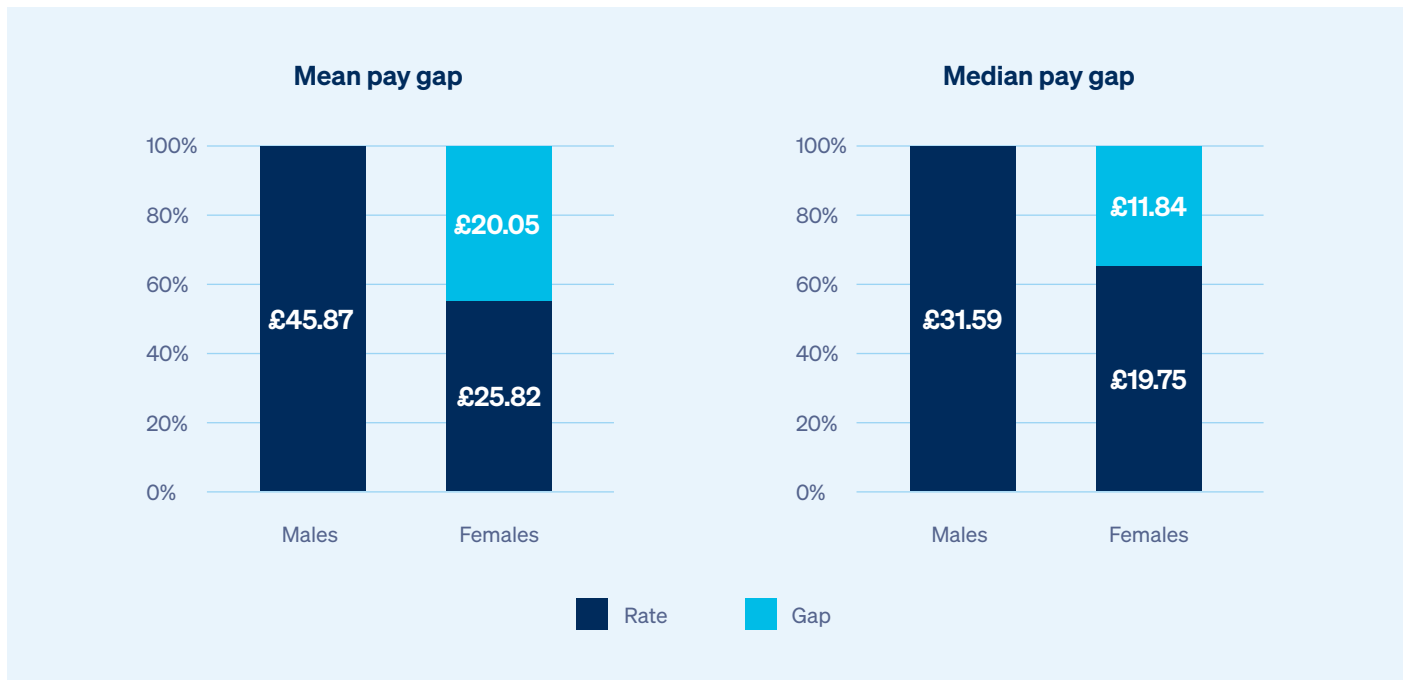
Statutory Disclosure: I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

## Our gender pay gap

Gender gap	2022 mean	2022 median	2023 mean	2023 median
Hourly fixed pay	42.6%	35.8%	43.7%	37.4%
Bonus	71.3%	55.2%	73%	50%

The gender pay gap measures the difference between the mean or median hourly rate of pay and bonuses that male and female employees receive. It should not be confused with unequal pay, which is the unlawful practice of paying men and women differently where they carry out the same jobs, similar jobs or work of equal value.

A gender pay gap is influenced by the distribution of male and female employees across an organisation. A higher proportion of men in senior posts, combined with a higher of proportion of women in less senior posts, will typically drive a gender pay gap within an organisation.



## Bonus eligibility

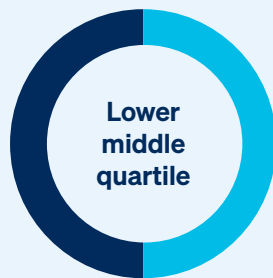
We took bonus payment data from the 12 months to 5th April 2023 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. We found that 85.5% of men and 89.5% of women received a bonus during the year, and the bonus gap has increased slightly. The bonus gap reflects that we have more senior men in broking and business production roles, where the potential to earn a large bonus is greater.



## Gender representation by quartile



Male: **41%**  
Female: **59%**



Male: **50%**  
Female: **50%**



Male: **56%**  
Female: **44%**



Male: **85%**  
Female: **15%**

## What we're doing to reduce the gap

We acknowledge that there are still improvements to be made with our gender pay gap, and we're working on several different initiatives to achieve this. The following points are the ways we are working on this:

1. We are committed to attracting and retaining more women. We can see progress at the lower, entry level - showing signs of success – and our focus will be on hiring women into broking roles where traditionally jobholders earn more and have greater bonus potential.
2. We have recently promoted women into leadership roles within our Cheltenham customer support team. Growth in our business has enabled us to create opportunities for women to move into leadership roles. We have two women job-sharing while others have returned from maternity leave, demonstrating there are development opportunities.
3. We have continued to expand our learning and development offering with regular events for women, including participation in the Amwins Women in Leadership Programme and in external market programmes designed for women, such as the Insurance Breakfast Club. We also hold learning and wellbeing events for women, on topics such as addressing the pension gap.
4. We focus on giving our women positive exposure, both internally and externally, to help them in their own development, and so they can become role models to others.
5. We have refreshed our DE&I strategy, which was part of our strategic work on our culture. Our determination and commitment to hiring more female brokers will accelerate our work to narrow the gender pay gap and create a more inclusive workplace.
6. We are involving our female colleagues in that process – seeking their insights and input in identifying and attracting women to join our firm. One way we are doing this is through focus groups and another is through our annual employee engagement survey.
7. We are continually reviewing our policies and procedures to ensure they are inclusive and support women in our business at all stages of their career.
8. We have continued to provide maternity coaching which has contributed to women returning to the business at the end of their maternity leave.
9. We relaunched our mentoring programme, providing a mentor to all women who want one, and we have received great feedback of the benefits this has brought many.
10. We have representation on the Amwins Diversity Council.
11. We have established new employee resource groups, one for LGBTQ+ colleagues, and another for parents and carers. While these are not targeted at women specifically, we believe they support our overall DE&I strategy, and make Amwins Global Risks a better place to work for all.

We recognise that it's going to take some time to reduce our gender pay gap. We'll also need a willingness to adapt and learn as we go to ensure we are creating an environment where women feel supported to develop into senior roles. We look forward to seeing what we can achieve.

Amwins Global Risks is the international division of Amwins, the largest specialty wholesale distributor in the world, placing more than \$33bn in annual premium. We place over \$2.4bn of that premium, bringing the market muscle and global reach required to find solutions for the most complex risks. With over 700 employees around the world, and a global footprint across more than 120 countries, we've cemented our place as a top 10 contributor to Lloyd's. We're one of the largest independent brokers – and the largest binding authority broker – in the London Market.

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