

The AMWINS logo features the word "AMWINS" in a bold, white, sans-serif font. A small registered trademark symbol (®) is positioned to the upper right of the text. A light blue triangle is placed to the left of the letter "A".

**AMWINS**®

GLOBAL RISKS

# UK Gender Pay Gap Report **2025**



We are pleased to present our Gender Pay Gap Report for 2025. At Amwins Global Risks, we remain committed to supporting the development and progression of women across our organisation. We strive to create an inclusive environment where all colleagues feel supported and have the opportunity to succeed in their careers. We continue to celebrate the contributions of women across our business and provide opportunities for female colleagues to share their experiences and insights, helping us build a more inclusive and supportive workplace.

Our mean gender pay gap for hourly pay this year is **69%**, with a **median pay gap of 49%**. While this represents an increase compared with the previous reporting period, the change largely reflects **a temporary change in our remuneration cycle, the composition of our workforce and the timing of senior hires during the reporting period**, rather than changes to our approach to pay.

Over the past year, we have continued to strengthen our broking capability as part of our long-term strategy to broaden and enhance the products and services we offer to clients. This has involved recruiting experienced market professionals into senior revenue-generating roles, which typically attract higher salaries and bonus potential. As these roles have historically been male-dominated across the insurance market, this has contributed to the increase in the reported gender pay gap.

It is also important to note that gender pay gap reporting measures the **difference in average earnings across the whole workforce**, rather than differences in pay between men and women doing the same role. We are confident that our gender pay gap **is not driven by unequal pay practices**, and we remain committed to ensuring that men and women performing the same or similar roles, or work of equal value, are paid fairly and consistently.

We continue to see strong representation of women in entry-level and developing roles across the business, which provides a positive pipeline for the future as these colleagues progress in their careers.

Reducing our gender pay gap remains an important focus, and we are continuing to invest in initiatives that support the recruitment, development and progression of women within the organisation.

**Nick Abraham**

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

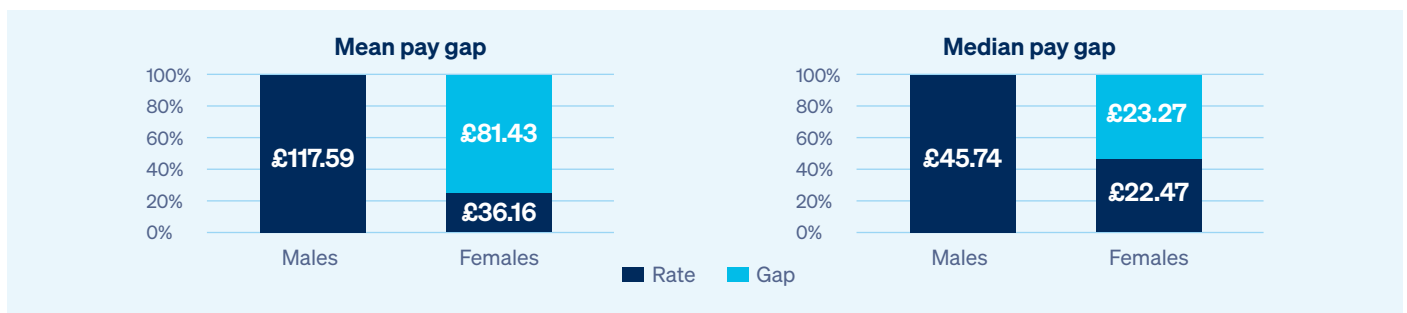
Gender gap	2024 mean	2024 median	2025 mean	2025 median
Hourly fixed pay	45.7%	43.1%	69%	49%
Bonus	74.6%	66.7%	85%	67%

The gender pay gap measures the difference between the average hourly pay and bonus earnings of men and women across an organisation. It should not be confused with **equal pay**, which relates to men and women being paid the same for doing the same work or work of equal value.

Gender pay gaps are often influenced by the distribution of men and women across different types of roles and levels of seniority within an organisation. A higher proportion of men in senior or revenue-generating roles, combined with a greater proportion of women in more junior positions, can contribute to a larger overall gender pay gap.

In the 2024-2025 reporting year, a limited number of senior employees received two bonus payments within the reporting period, which has had a noticeable impact on the mean hourly pay gap. Because these payments were concentrated in a small number of senior roles, they have increased the overall average for male employees and therefore widened the reported gap for this year. This methodological refinement has therefore impacted year-on-year comparability.

In our business, the gap continues to reflect the concentration of male colleagues in senior broking and business production roles, where salaries and bonus opportunities are typically higher.



## Bonus eligibility

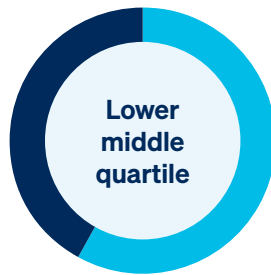
We took bonus payment data from the 12 months to 5 April 2025 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. While 68% of men and 61% of women received a bonus during the year, the bonus gap has decreased this year. The bonus gap reflects that we have more senior men in broking and business production roles, where the potential to earn a large bonus is greater.



## Gender representation by quartile



Male: 44%  
Female: 56%



Male: 42%  
Female: 58%



Male: 64%  
Female: 36%



Male: 84%  
Female: 16%

## What we're doing to reduce the gap

We recognise that there is more work to do to address our gender pay gap, and we continue to focus on a number of initiatives aimed at improving gender balance across the organisation.

### 1. Increasing Female Representation in Senior Roles

Over the past year, we have focused on attracting more women into senior roles, particularly within areas of the business that traditionally command higher salaries and bonus potential. While meaningful change will take time, we remain committed to building a stronger pipeline of female leadership.

### 2. Visibility and Development Opportunities

In addition to participating in market-wide learning and development initiatives, we continue to invest in developing our talent, including the participation of four senior females in our Global Women's Leadership Programme.

We actively support opportunities for our female colleagues to gain visibility both internally and externally. In 2025, we hosted our inaugural ladies golf event, hosting ladies from across the market to encourage networking and dispelling the myths of the game.

We also continue to run networking events for women across the business. Our **Young Persons Network** and **Women with Presence** programme has been designed to build confidence, support career progression, and encourage female colleagues to develop their professional networks.

We recognise that reducing our gender pay gap will take time and sustained effort. However, we believe that through continued investment in our people, inclusive policies, and leadership development initiatives, we can make meaningful progress over the coming years.

Our goal is to ensure Amwins Global Risks remains a workplace where all colleagues feel supported, valued, and able to build successful careers.

### 3. Diversity, Equity and Inclusion

Our **Diversity, Equity and Inclusion (DE&I) strategy** remains a key priority for leadership. Amwins Global Risks continues to contribute to the **Amwins Diversity & Inclusion Council**, which focuses on advancing DE&I initiatives across the wider Amwins group.

### 4. Listening and Engagement

We regularly hold focus groups with female colleagues to gather feedback on how we can better support women within the business and identify ways to attract more women into the firm.

### 5. Policies and Benefits

We continue to review and enhance our policies and benefits to ensure they support colleagues at all stages of their careers. Over the past year we have introduced improvements to our **maternity leave offering** and extended our **paternity leave policy** to better support colleagues as they grow their families.

For many years we have also provided **maternity coaching**, supporting colleagues as they transition back into work following maternity leave.





GLOBAL RISKS

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