

5 April 2021 gender pay gap data: Gallagher Bassett International Limited

At Gallagher Bassett we see diversity as a strength. We believe in fostering a fair, respectful and inclusive culture: a culture where all team members feel empowered and supported to be themselves and achieve their career and lifestyle ambitions.

Whilst the figures show that there still remains a disparity between the genders, they do not suggest that there are different pay rates between the genders for the same or comparable roles. As with previous years' figures we found no evidence of pay discrimination within our organisation. We remain committed to continuing on our long-term path towards a business that truly reflects, at all levels, the gender mix within our general employee population, and to maintaining an inclusive and respectful culture and work environment that supports all our employees to achieve their full potential.

We confirm that the data contained in this report is accurate.

Simon Pemberton

Simon Pemberton,
Chief Executive Officer

Ben Wimbledon

Ben Wimbledon,
Human Resources Director

Hourly rate
Women's hourly rate is

30.4%

LOWER
(mean)

Hourly rate
Women's hourly rate is

20.6%

LOWER
(median)

Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

65.0%

MEN

35.0%

WOMEN

Upper middle quartile

52.0%

MEN

48.0%

WOMEN

Lower middle quartile

29.0%

MEN

71.0%

WOMEN

Lower quartile

36.0%

MEN

64.0%

WOMEN

Bonus pay
Women's bonus pay is

87.5%

LOWER
(mean)

49.5%

LOWER
(median)

Who received bonus pay

21.4%

OF MEN

13.7%

OF WOMEN