

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

5 April 2022 gender pay gap data
Gallagher Bassett International Limited

Hourly rate
Women's hourly rate is
34.9%
LOWER
(mean)

Hourly rate
Women's hourly rate is
24.8%
LOWER
(median)

Pay quartiles

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

Top quartile

63.4%
MEN

36.6%
WOMEN

Upper middle quartile
48.0%
MEN

52.0%
WOMEN

Lower middle quartile
22.2.0%
MEN

77.8%
WOMEN

Lower quartile
29.4.0%
MEN

70.6%
WOMEN

Bonus pay
Women's bonus pay is
91.1%
LOWER
(mean)

33.0%
LOWER
(median)

Who received bonus pay
21.9%
OF MEN

25.7%
OF WOMEN