



**GENDER PAY GAP**

**GALLAGHER BASSETT INTERNATIONAL LTD**

REPORT 2022-23

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 **GALLAGHER BASSETT**

**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.

Since the last 'snapshot date' of 5th April 2022, we are pleased to confirm that the gender pay gap for Gallagher Bassett UK has improved across most metrics. This improvement includes a reduction in the gender disparity in Hourly Rate (both Mean and Median), and increases in the percentage of females in both the Top Pay Quartile and the Upper Middle Quartile.

We strive to provide a workplace free from pay discrimination in accordance with applicable employment laws and as in previous years, we found no evidence of pay discrimination within our organisation.

We remain dedicated 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.



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**Manan Sagar,**  
Chief Executive Officer



**Ben Wimbledon,**  
Human Resources Director

# Understanding the data

## Women's average total hourly pay rate

**MEAN\***  
**28.3%** Lower

**MEDIAN\***  
**15.6%** Lower

As a business, we have a gender split of 62% women and 38% men, but the number of female colleagues working in senior management roles are under-represented, which is why we currently have a gender pay gap. As we will explain later in this report, we are working towards addressing this situation. However, this gender pay gap has reduced for both Mean and Median pay rates since our last report, by 6% and 9% respectively.

## Our UK team



### \* MEAN and MEDIAN explained

**MEAN** | (or average) is the sum of a set of numbers, divided by the count of numbers in the set.

**MEDIAN** | the middle point in an ordered set of numbers.

# Pay quartiles

The proportion of men and women in each quartile of our payroll

## Top quartile



## Upper middle quartile



## Lower middle quartile



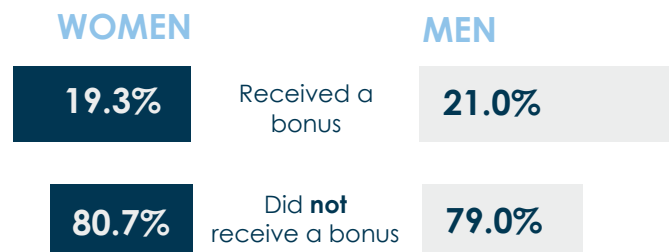
## Lower quartile



The representation of males and females in the Upper Middle Quartile and Lower Middle Quartile now broadly represents the general gender mix in our employee population, i.e. 62% women and 38% men. Despite a disparity remaining in our Top Quartile, the gender mix has improved since our last report by 5%.

## Proportion of men and women receiving a bonus

### Women's vs Men's bonus pay



#### \* MEAN and MEDIAN explained

**MEAN** | (or average) is the sum of a set of numbers, divided by the count of numbers in the set.

**MEDIAN** | the middle point in an ordered set of numbers.

## Women's bonus pay

**MEAN\***  
**93.4%** Lower

**MEDIAN\***  
**33.3%** Lower

### Why we have a bonus gap

We see the greatest proportion of bonuses awarded at senior leadership levels and within our sales roles. These positions currently have more men than women working in them. As we will explain later in this report, we are working towards addressing this situation.

## Our dedication to closing our gender pay gap

We continue to develop a strong pipeline of female employees in Branch Manager, Assistant Branch Manager and Team Leader roles within our various client-facing divisions and comparable roles within our support functions. Coupled with the strong female talent in both the 2022 and 2023 cohorts of our Emerging Leadership Programme, this pipeline provides confidence that the next generation of senior leaders within our business will be a closer reflection of the gender mix within our wider employee population.

Recent acquisitions and team moves into the business have also been led by principals and senior management who have almost exclusively been male. However, we are confident that the increased business capabilities that these acquisitions enable us to offer, alongside our ambitious growth plans, will provide an increased and varied number of promotional and development opportunities to our next generation of female talent.

Over the last couple of years we have maintained our focus on enhancing and offering new family leave policies and benefits. We remain dedicated to reviewing these and introducing further enhancements over the next 12 months and beyond.

Additionally, we have recently introduced an online mentoring tool, which will enable our female talent to engage with and learn from high-performing females elsewhere in the global Gallagher business.

In 2023 we moved our Gallagher Bassett recruiters into the centralised Gallagher Talent Acquisition function, allowing our business to draw on an enhanced offering that a centre of excellence provides, including inclusive hiring principles that are embedded at every stage of the candidate journey from awareness and interest, through to application, selection and hiring.

We are confident that our plans – which target multiple areas such as recruitment, talent and succession, mentoring and inclusion – will help us address the challenge of attracting, developing and retaining more women into senior and sales roles within our business.



## 2022 FIGURES Vs 2023 FIGURES

GPG Reporting Summary		GB 2022	GB 2023	2023 vs 2022
Metric	Group	Apr-22	Apr-23	PY Difference
Hourly Rate	Mean	34.9%	28.3%	(6.6%)
Hourly Rate	Median	24.8%	15.6%	(9.3%)
Pay Quartile	Top-Men	63.4%	57.8%	(5.6%)
Pay Quartile	Top-Women	36.6%	42.2%	5.6%
Pay Quartile	Upper Middle-Men	48.0%	37.8%	(10.2%)
Pay Quartile	Upper Middle-Women	52.0%	62.2%	10.2%
Pay Quartile	Lower Middle-Men	22.2%	32.6%	10.4%
Pay Quartile	Lower Middle-Women	77.8%	67.4%	(10.4%)
Pay Quartile	Lower-Men	29.4%	25.2%	(4.2%)
Pay Quartile	Lower-Women	70.6%	74.8%	4.2%
Bonus Pay	Mean	91.1%	93.4%	2.3%
Bonus Pay	Median	33.0%	33.3%	0.3%
Bonus Pay	Male recipients	21.9%	21.0%	(0.9%)
Bonus Pay	Female recipients	25.7%	19.3%	(6.4%)
Bonus Pay	Proportion Variance	(3.8%)	1.7%	5.5%

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