

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.

GLOBAL RISKS

UK Gender Pay Gap Report 2022



We're pleased to present our Gender Pay Gap Report for 2022. Here at Amwins Global Risks, we remain committed to supporting the development and progression of women in our business. We are proud to be a company that is a great place to work – where people feel comfortable and able to bring their authentic selves to work, where they feel supported and given opportunities to succeed. We recognise that one way to do that for women is to provide female role models at senior levels so that our new employees see what might be possible for them in the future.

With this focus, it is pleasing to see that our gender pay gap has reduced since last year, now sitting at 42.6%. We attribute this gap to the greater number of men we have working as brokers, which are typically higher paid roles.

It is promising also to see that, like many of our peers, 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. It is also worth noting that 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.

Regardless, we acknowledge we still have work to do in order to reduce our gender pay gap and ensure we are creating opportunities for women to progress into our most senior levels. See page 3 for further details of what we're doing to achieve this. We believe with long-term investments and strategic initiatives, we can create an environment where all our colleagues thrive.

Nate Mathis

CEO – Amwins Global Risks

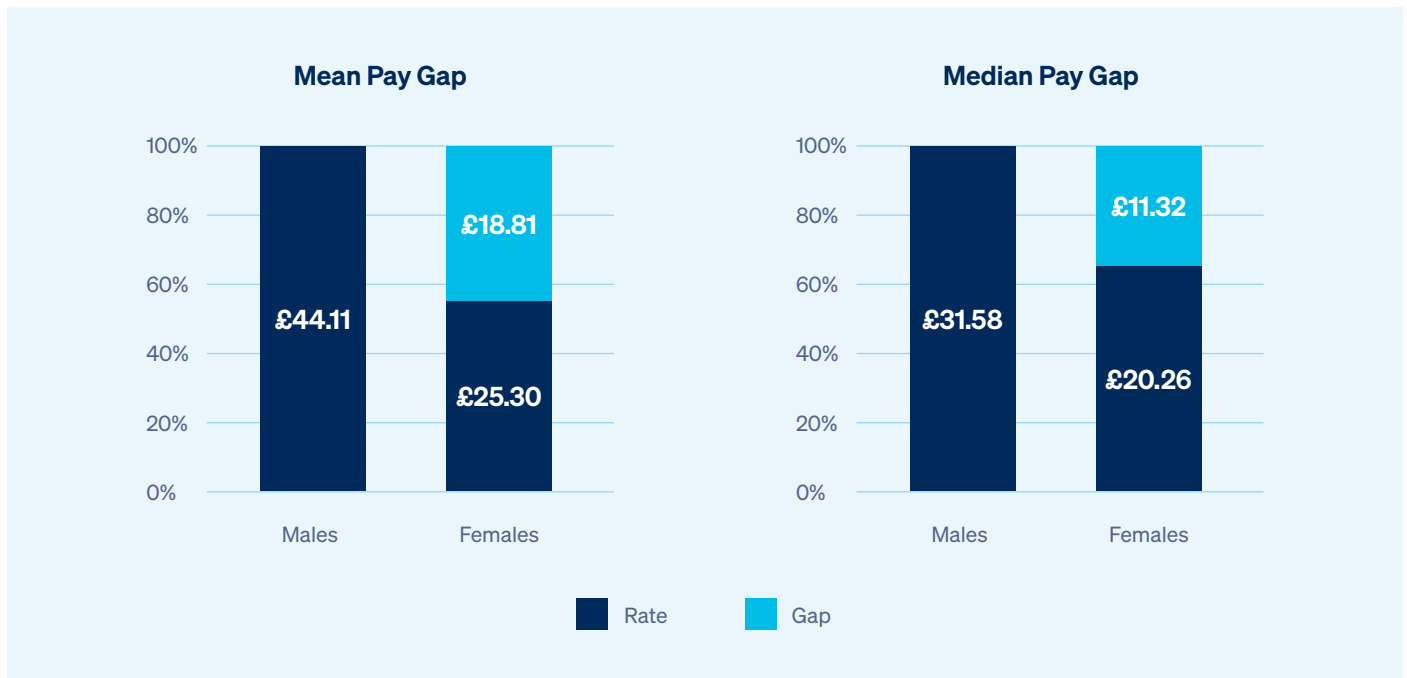
Statutory Disclosure: I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

Our Gender Pay Gap

Gender Gap	2021 mean	2021 median	2022 mean	2022 median
Hourly Fixed Pay	49.7%	41.0%	42.6%	35.8%
Bonus	69.3%	58.3%	71.3%	55.2%

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.

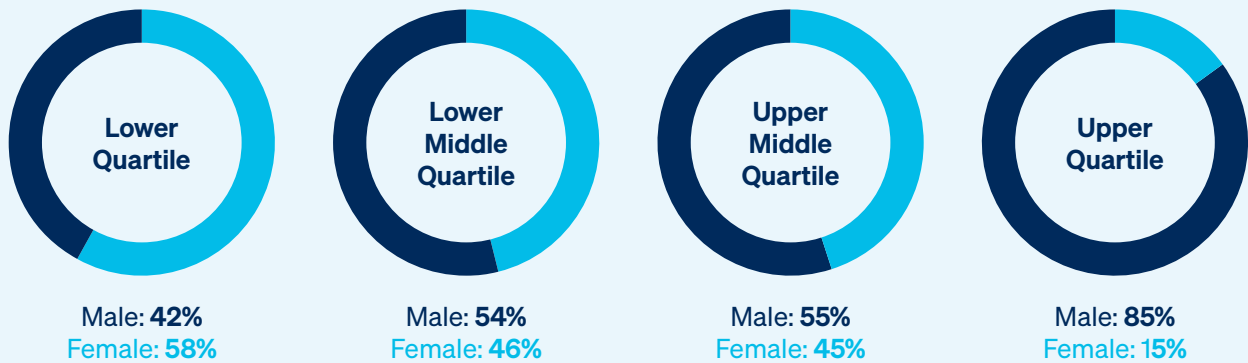


Bonus Eligibility

We took bonus payment data from the 12 months to 5 April 2022 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. While 92.1% of men and 89.5% of women received a bonus during the year, the bonus gap has increased slightly 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 Pay Quartile



What we're doing to reduce the gap

As previously mentioned, we were pleased to see strong female representation at entry level. This is partly the result of a renewed focus on diversity, equity and inclusion (DE&I), including ensuring our recruitment strategies are more inclusive.

Female representation in the lower middle and upper middle quartiles are relatively balanced, but the ratio of males to females in the upper quartile show we still have work to do. Here are a few things we're doing to achieve this:

- We continue to invest in our Learning & Development programmes, including webinars, panel discussions and other courses to help our employees develop both their hard and soft skills. This includes the Amwins Women in Leadership programme, which is designed to get more women into senior leadership roles.
- We continue to work with external organisations such as Insurance Supper Club to provide networking and mentoring opportunities.
- We've resumed working with the Gender Inclusion Network to promote a gender balance in insurance.
- We are currently working to re-establish our internal mentoring programme.
- We regularly monitor our HR policies and employee benefits to ensure they are what our colleagues require to enable them to maintain a work/life balance.
- Our first employee engagement survey garnered feedback across the business to ensure we're creating an environment where colleagues feel challenged, supported and rewarded. We will measure our progress when we run the survey again later this year.
- Our recruitment initiatives have been refreshed following the appointment of a new internal Recruitment Manager, who assists our hiring managers to ensure we're attracting and retaining a diverse workforce.
- We are also about to launch a Parents and Carers' employee resource group to ensure our parents and carers feel supported and listened to.

While not all of these initiatives were set up exclusively for women, we believe our female colleagues will benefit significantly from all of them.

We recognise that redressing the gender imbalance will not happen overnight – it's long-term, and we can only achieve it with time, effort, and a willingness to be held accountable. Fortunately, that's what we excel at here at Amwins Global Risks, and we will continue to work towards this goal.

Amwins Global Risks is the international division of Amwins, the largest specialty wholesale distributor in the world, placing more than \$29bn in annual premium. We place over \$2bn of that premium, bringing the market muscle and global reach required to find solutions for the most complex risks. With over 650 employees around the world, and a global footprint across more than 140 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.

Visit amwingslobalrisks.com for more information.