

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. To the left of the first letter 'A', there is a small blue triangle pointing upwards and to the right. The logo is set against a dark blue background that forms a diagonal shape on the left side of the page.

AMWINS[®]

GLOBAL RISKS

UK Gender Pay Gap Report 2024



We're pleased to present our Gender Pay Gap Report for 2024.

We remain committed to supporting the development and progression of women in our business. We're proud to be a company that is a great place to work, and we regularly receive this feedback from colleagues. We aim to create an environment where our colleagues feel supported and given opportunities to succeed. We continue to celebrate our female leaders by providing platforms for their stories and experiences so we can continually create a more inclusive and supportive workplace.

Our mean gender pay gap has increased from last year by 2 percentage points to 45.7%. As in the past, we attribute this gap to the higher number of men we have working as brokers and underwriters as these are typically higher paid roles. We attribute the increase, at least in part, to our strategic recruitment drive to broaden and strengthen our product offering to clients. This approach has resulted in us hiring highly talented brokers, many of whom are male, and this has had an impact on our overall gender pay gap.

While this is not ideal, it's promising also to see that once again, 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 as a whole.

We believe 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. However, we acknowledge we still have work to do to reduce our gender pay gap and ensure we are creating opportunities for women to progress into senior levels. This challenge is not unique to us – we believe this is something many of our industry peers are working on too.

[See page 3](#) for further details of what we're doing to work on reducing our gender pay gap. We believe with the long-term investments and strategic initiatives we continue to focus on, we can create a company where all colleagues feel supported to develop their careers.

Nick Abraham
CEO – Amwins Global Risks

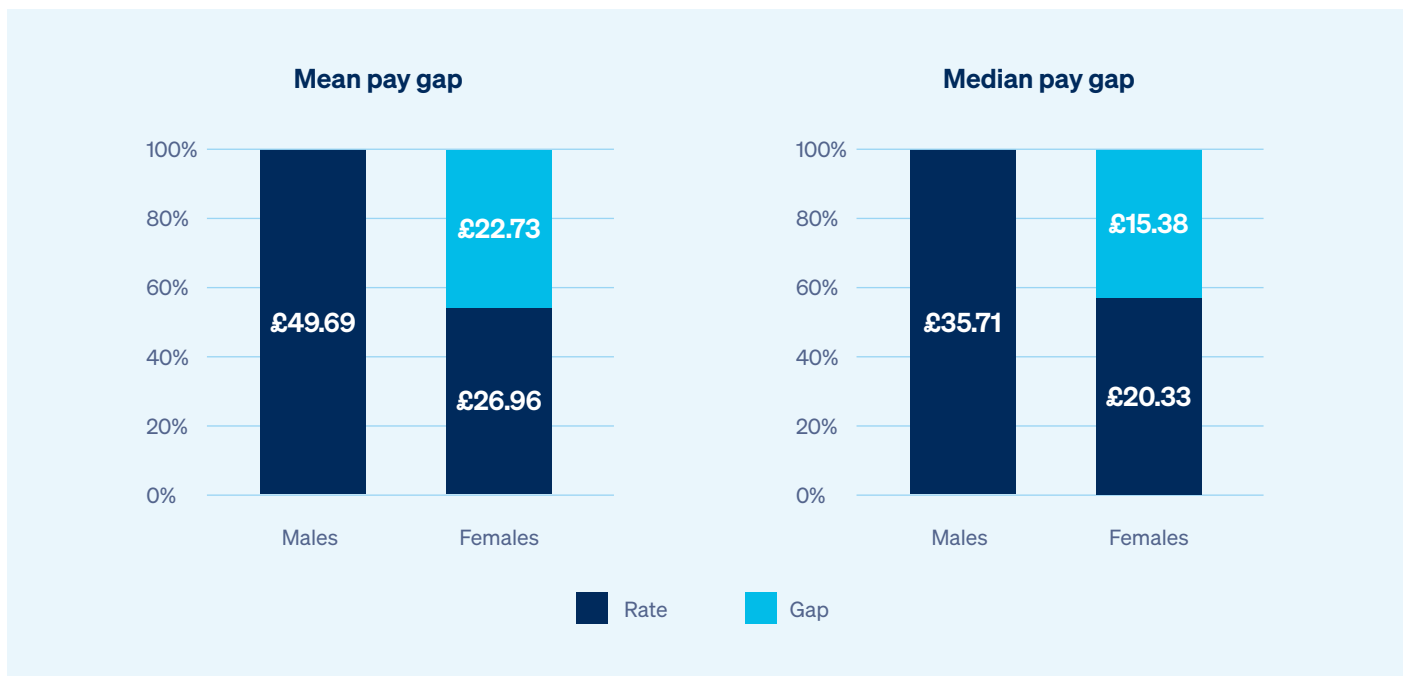
Statutory Disclosure: I confirm the data in this report is accurate and calculated in line with Gender Pay Gap Reporting requirements.

Our gender pay gap

Gender gap	2023 mean	2023 median	2024 mean	2024 median
Hourly fixed pay	43.7%	37.4%	45.7%	43.1%
Bonus	73%	50%	74.6%	66.7%

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 proportion of women in less senior posts, will typically drive a gender pay gap within an organisation.



Bonus eligibility

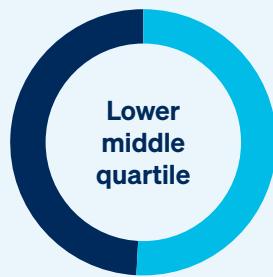
We took bonus payment data from the 12 months to 5 April 2024 and have not adjusted the amounts to reflect the impact of part-time working or temporary absence. While 90.5% of men and 79.6% of women received a bonus during the year, the bonus gap has increased slightly this year. The bonus gap reflects that we have more senior men in broking and business production roles, where the potential to earn a large bonus is greater.



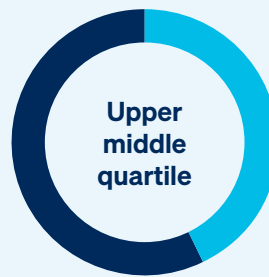
Gender representation by quartile



Male: **41%**
Female: **59%**



Male: **49%**
Female: **51%**



Male: **57%**
Female: **43%**



Male: **87%**
Female: **13%**

What we're doing to reduce the gap

We acknowledge that there are improvements to be made to our gender pay gap, and we're working on several different initiatives to achieve this. The following points are the ways we are working on this:

1. Our Diversity, Equity and Inclusion (DE&I) strategy continues to be one of leadership's focus areas, and helping our female colleagues to develop is a big part of this. We have representation on the Amwins Diversity & Inclusion Council, which focuses on DE&I causes across the group.
2. We focus on giving our women positive exposure, both internally and externally, to help them in their own development, and so they can become role models to others. Most recently, a number of female colleagues presented at the Amwins Global IT Summit and Amwins Sales and Leadership Conference. Several others are participating in market L&D leadership initiatives. We've held networking events exclusively for women, and last year we developed a course called Women with Presence, which aims to foster confidence and self-belief in women. Opportunities like these help the women we work with to develop their networks, undertake professional development and participate in panel discussions.
3. Our focus in the past year has been on hiring more women into senior roles, which are traditionally have higher salaries and greater bonus potential. While we are yet to see broad positive results to this approach, we are confident we will soon.
4. We continue to hold focus groups for our female colleagues, seeking their insights into how we can identify and attract other women to join our firm.
5. We are continually reviewing our policies and procedures to ensure they are inclusive and support women in our business at all stages of their career. In January this year, we made significant changes to our benefits offering, including improvements to our maternity leave offering and extending our paternity leave policy to further support colleagues as they grow their families.
6. For many years now we have provided maternity coaching, which has helped many women in the transition back into work after their maternity leave.

We recognise that reducing, and eventually removing, our gender pay gap is not going to happen overnight. But we feel confident our strategy and focuses we discuss above will help it to improve over time, making Amwins Global Risks an even better place to work for all.



GLOBAL RISKS

Amwins Global Risks is the international division of Amwins, the largest specialty wholesale distributor in the world, placing more than \$39bn in annual premium. We place over \$3bn of that premium, bringing the market muscle and global reach required to find solutions for the most complex risks. With over 750 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.
