

pib Group

UK Gender Pay Gap Report 2025

Introduction

PIB Group ('PIB') celebrates its tenth year of trading this year and the business continues to grow. Over the past year the Group's growth focus has been predominantly in Europe, adding new markets Romania, France and Portugal since the last report.

Our acquisitive model impacts our gender pay gap reporting as every new business changes the shape of our Group. However, with fewer acquisitions in the UK and new processes and programmes in place, we're moving towards parity.

We are proud of the progress we have made since our last report. In particular we have moved the dial so that our talented women are tipping the scales with a higher percentage in the Upper Quartile and a higher percentage of women receiving bonuses. This can be linked back to a number of initiatives that we've begun in the past couple of years.

Our business is the home for insurance entrepreneurs, and we will continue to invest in our people. You'll see a summary of some of our key activities we're putting into place over the next year, which we believe add the most value to all our people and to PIB.

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



Brendan McManus
PIB Group CEO



Joanne Payne,
Chief People Officer

PIB Belonging

Our diversity, equity and inclusion programme 'PIB Belonging' launched in 2024. The supporting launch communications, driven primarily through our Group intranet, saw high levels of engagement. It shows the enthusiasm for a conversation that's helping to ensure that everybody can feel welcome and included at PIB Group.

This included a series of webinars throughout the summer, available to everyone, which covered generational diversity, a historical overview of diversity and inclusion, as well as inclusion in insurance. Along with creating a library of resources, this provided plenty of opportunities for colleagues to learn about diversity, equity and inclusion.

Volunteers were also encouraged to step forward from across the Group to become Belonging Advocates. They were brought together for a day, and included the opportunity to hear from guest speaker Suzy Levy MBE. Every attendee was also gifted a copy of Suzy's book, 'Mind the Inclusion Gap', to continue learning about how allies can bridge the gap between talking diversity and taking action.

This year, PIB Belonging advocates are creating 'crews' to focus on specific characteristics to provide a community of support and to provide education and action for the rest of the Group. All crews are supported with launch plans and a budget to set them up for success. The first launched was PIB Pride, which focuses on LGBTQIA+ colleagues and allies. More crews will launch in the future.



We are very appreciative of Suzy's expertise and support in the creation of PIB Belonging. A personal highlight has been working together with our executive team on the challenges and opportunities in maintaining a culture of inclusivity while experiencing the rapid growth of our business.

Jo Payne
Chief People Officer

Actions

Launching our 'crews' to focus on inclusion, education and action

PIB Pride, our first Belonging crew, launched in January, helping to support LGBTQIA+ colleagues, friends and family members at PIB Group. The second crew will be launching in April, which supports people with disabilities and neurodiversity. There's much more to come from them this year as well as future crews currently being assembled.

Doubling leadership training for women

After the success of leadership training in 2024, 2025 will host double the number of colleagues. This helps teach valuable manager and leadership skills to help develop future leaders across the Group.

Running our second apprenticeship scheme

Apprenticeship schemes help bring in new talent into the industry and provides a fair wage while learning on the job. We're in the process of setting up a second scheme for 2025. All interns from the first scheme have been offered a full-time job.

Highlights of 2024

- A Group-wide employee survey found that 'being me at work' was the third-highest scoring statement behind 'great place to work' and 'line manager support'.
- Understanding the need for more dedicated focus on recruiting great, diverse talent and building on the foundation created through PIB Belonging, we hired a Head of Attraction and Belonging.
- We delivered leadership training for women across the Group to help them take the next steps in their career.
- We partnered with 10,000 Black Interns to run a six-week programme to give those we worked with a full understanding of the role they had applied for, but also of the wider business and how a Group of this size operates.

Our data

		2024	2023
Upper	Women	30.90%	28.60%
	Men	69.10%	71.40%
Upper middle	Women	53.00%	52.80%
	Men	47.00%	47.20%
Lower middle	Women	63.30%	63.90%
	Men	36.70%	36.10%
Lower	Women	63.10%	63.40%
	Men	36.90%	36.60%

	Mean	Median
Hourly pay gap	37.50%	28.60%
Bonus pay gap	70.80%	43.20%

	Those receiving a bonus
Women	79.30%
Men	76.40%

The Gender Pay Gap report measures the difference in average (mean or median) earnings between men and women across an organisation in the UK. The measure is shown as a percentage of men's pay.

Calculations are based on employer payroll data drawn from a specific date each year, called the 'snapshot date'. The gender pay gap is different from equal pay and Gender Pay Gap reporting is part of the UK Government's strategy* to reduce the pay gap. It is a requirement for all businesses with a headcount of over 250 people.

Mean gender pay gap is the difference between the average hourly earnings of men and women.

Median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries (from lowest to highest) and highlights the middle salary.

*More information available on the Government website.

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