



# Gender pay gap report

April 2025

## 01 Foreword

*Sedgwick is committed to continuously fostering an inclusive environment which enriches our culture and better enables us to take care of our colleagues, clients and the communities in which we operate.*

*By reviewing our pay data, identifying areas for improvement and actions required, we aim to ensure that all colleagues are compensated equitably for their contributions. This gender pay gap report reflects our dedication to transparency and our ongoing efforts to address and close the gender pay gap, building upon our talent strategies and leveraging our award-winning talent programmes to drive colleague development and career advancement, reinforcing our commitment to drive positive change and equitable opportunity for all.*

*We continue to focus our efforts on driving inclusion through our talent strategies to attract and retain the very best talent by creating a world class colleague experience which supports a culture of high performance, wellbeing, connection and growth. It's this approach, in particular how we foster an environment conducive to colleague growth and talent attraction, that won us Top Insurance Employers awards in both 2024 and 2025.*

*I confirm that the data contained in this report is accurate and meets the requirements of the gender pay reporting regulations.*



**Neil Gibson**

*UK CEO, Sedgwick*

## 02 About Sedgwick

Sedgwick is the world's leading risk and claims administration partner, delivering services and integrated business solutions to over 10,500 clients globally. Leveraging our culture of yes, combining creativity with flexibility and caring that counts is ingrained into who we are. The work we do goes deeper than simply providing a service, we find unique and purposeful ways of making a difference to our clients and our customers' experience.

With over 33,000 colleagues located across 80 countries, including 2,700 based in the U.K., Sedgwick offers services designed to keep pace with the evolving needs of our clients and consumers, taking care of their needs when something unexpected happens. It could be anything from a small accident in the home to a catastrophic loss in a major business. Sedgwick is there to offer expert guidance to make things right quickly and efficiently, minimising disruption and helping get things back to normal as soon as possible.

### What is the gender pay gap?

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, U.K. employers with more than 250 employees are required to publish their gender pay gap data every year.

The gender pay gap is a measure that shows the difference between the average earnings of men and women, expressed relative to men's earnings irrespective of their role or seniority.

The gender pay gap is a different measure to equal pay. Equal pay is a measure that explains the pay differences between men and women carrying out the same or comparable work or work that has been classed as equivalent or of equal value.

Our report provides details of the following specific gender pay information:

- The mean gender pay gap – which is the difference between the average hourly pay of all women and all men.
- The median gender pay gap – which is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from highest to lowest, and picks the middle salary.
- The mean bonus gender pay gap – which is the difference between the average bonus pay of all women and all men.
- The median bonus gender pay gap – which is the difference between the midpoints in the ranges of bonus earnings of men and women. It takes all bonuses in the sample, lines them up in order from highest to lowest, and picks the middle bonus value.
- The proportion of male and female employees who received a bonus payment.
- The proportion of male and female employees within each pay quartile. Pay quartiles are taken by listing the rates of pay for each employee from highest to lowest and splitting that list into four equal bands: upper quartile (quartile 4), upper mid quartile, lower mid quartile and lower quartile (quartile 1). The percentage of male colleagues and percentage of female colleagues are calculated in each quartile.

This report and calculations are based on figures at the snapshot date of 5 April, 2024.

## 03 Our gender pay gap

Our mean gender pay gap, when comparing 2023 to 2024 data, has widened by 1.6 percentage points. Our median gender pay gap has reduced by 0.08%.

### Gender pay and bonus gap 2024 compared to 2023 data

Gender pay gap	Gender bonus gap	Portion of men and women receiving a bonus
MEAN gender pay gap of 34.17% (32.56% 2023)	MEAN gender bonus gap of 53.5% (49.6% 2023)	MEN 58.6% (56.4% 2023)
MEDIAN gender pay gap of 33.28% (33.36% 2023)	MEDIAN gender bonus gap of 67.76% (63.5% 2023)	WOMEN 43.31% (35.9% 2023)

The gender pay gap at Sedgwick is largely attributed to the fact we have more male colleagues in senior technical, specialist and leadership roles receiving higher remuneration. We recognise this is a legacy issue where historically the business attracted more men into these types of roles.

The total remuneration for this colleague population includes payment of bonuses - this being a standard industry practice, which, together with a higher base pay, impacts on our gender pay gap. Further, the gender pay gap is impacted by a colleague's experience, skills, knowledge, competency and performance.

During both 2023 and 2024, Sedgwick business grew with the launch of our speciality legal practice and our aviation claims specialism. In both areas, colleagues in the senior technical and leadership roles are male.

We have seen a widening of both the mean bonus gap by 3.9% and in the median bonus gap of 4.26% for 2024 compared with 2023 data. The number of female colleagues receiving a bonus continues in an upward trend with a 7.41% increase in 2024 compared to 2023.

A larger proportion of our female colleagues fulfil business support roles, work part-time or are early in their professional and leadership careers when compared to male colleagues.

The industry overall remains male dominated. However, at Sedgwick 52.4% (1,414) of our colleagues are female, and in 2024, 349 (46.6%) of new hires to Sedgwick were female.

We believe in nurturing and developing female talent from within. During 2024 we promoted 294 colleagues, of which 56% (165) were female. Of all the colleagues promoted, 71 become people leaders, and 36 of these were female, equating to 50.7%.

## Proportion of male and females in each pay band highest to lowest

	2024		2023	
	Male	Female	Male	Female
<b>Quartile 4</b>	74.8%	25.2%	75%	25%
<b>Quartile 3</b>	51.8%	48.2%	50.6%	49.4%
<b>Quartile 2</b>	32.3%	67.7%	34.3%	65.7%
<b>Quartile 1</b>	32.6%	67.4%	33.3%	66.7%

The number of male and female colleagues represented in the top quartile pay band remains fairly static when comparing 2024 to 2023. In the higher middle quartile, we have seen a small 1.2% reduction in the number of females represented in this group. This will have been impacted by the expansion to our business specialisms, with more male colleagues joining Sedgwick in technical and leader roles.

In the lower quartiles, we have seen small percentage increases in the number of females represented. This is due to the nature of roles that sit within these quartiles, which include support roles and early career opportunities where positions are held by female colleagues.

## 04 Celebrating a culture of learning and growth

We're proud of our award-winning talent programmes and the recognition we have received in our approach to developing colleagues at Sedgwick.

In 2024, we celebrated seven prestigious industry award wins, including two for our approach to colleague development programmes and five in celebration of exceptional women in our industry who are either considered elite in their field, talent to watch or outstanding young achievers. We're delighted that these colleagues are making a real difference in our industry.

Sedgwick offers colleagues a wealth of opportunities to develop both personally and professionally to help achieve their career aspirations including:

- Our **leadership academy** which can help colleagues reach their full leadership potential by providing access to interactive workshops, curated and personalised development pathways, skills benchmarks and AI-supported learning resources.
- **Leadership academy LIVE** launched in 2024, which offers live monthly webinars presented by global leadership experts to people leaders, aspiring leaders and to those who are simply interested in learning key leadership skills and behaviours.
- **Leadership circles** which are facilitated by seasoned leaders and offer collaborative, online meeting spaces for front line leaders to speak openly about key leadership topics, challenges, techniques and strategies.

- Every day our front line leaders have a meaningful impact on their teams and in the service quality we deliver to our clients and customers. In 2024, 127 leaders, of which 75 were female, participated in our **Frontline Leadership coaching programme**. The core of the programme is about connection and growth - aligning leadership with Sedgwick's purpose and mission, delivering exceptional service, growing our people and making every customer interaction count.
- Strengthening our **frontline leadership capabilities** by providing leadership fundamentals training on topics such as business leadership, strategy and culture, building connection and trust, developing colleagues and their careers, coaching as a people leader, giving and receiving feedback and optimising performance. In this way, we're equipping our people leaders with the tools to be successful and lead high performing teams.
- **Growth Week** – a global annual week of events and opportunities for colleagues to learn, develop, innovate and get inspired.
- Sedgwick's **professional development programme** is designed to reach all colleagues within our U.K. business, with particular emphasis on operations and the technical aspects of a colleagues role. This programme provides a series of transitional and continuous improvement opportunities that elevate colleagues at every level. During 2024, 317 colleagues were engaged in development or on a Sedgwick development programme, of which 163 (51%) were female.

## 05 Leveraging external partnerships

We're building our external partnerships with organisations that offer diverse perspectives, resources and expertise to help us further develop our approach to inclusion and drive engagement. Some of our strategic partnerships include:

- **Women in Finance Charter:** signatories work together to improve gender equality and pledge to promote gender balance at all levels within their organizations. We're committed to increasing the number of female colleagues represented at senior leadership level at Sedgwick and are on target for achieving 35% representation by December 2026.  
Contributing to our overall goal is the 60% female representation we have at the executive leadership level, bringing diversity of thought and balanced perspectives to our decision-making process and strategy development.
- **Business in The Community:** we are actively involved in their 'Opening Doors' campaign, setting a range of targets to drive our inclusive recruitment approach forward. We're also more focussed on assessing for skills rather than simply experience and qualifications where possible, opening opportunities up to a wider candidate population.
- Running an intern pilot promoting social mobility with **upReach** who support undergraduates from lower socio-economic backgrounds by helping individuals discover different career options, develop their employability skills and secure work experience at top employers.
- Partnering with **Equity City**, a recruitment agency and network dedicated to addressing under-representation in the insurance industry, to help advance our ability to attract and elevate diverse talent and help build a more inclusive insurance workplace.
- New for 2025 is our partnership with **iCAN**, the Insurance Cultural Awareness Network. Through this partnership, we advertise our roles on ICAN Apply and receive support with vacancy campaigns, resulting in a diverse pipeline of candidates with the potential to progress their career with us. Our campaigns are created to align with our core value of inclusion.

Our partnership also offers the opportunity to exchange best practices and develop mentorship opportunities, drive greater multicultural inclusion and engagement across the industry, and receive support in developing our inclusive strategy.

## Our commitment and actions to drive inclusion and impact positive change

We continue to take actions to integrate inclusion into everything we do at Sedgwick, including our hiring practices, professional development and colleague engagement initiatives. Our ongoing key objective is to continuously shape and improve the colleague experience and bake equity into our talent strategies.



### OUR ACTIONS HAVE INCLUDED:

- The launch of our reward and recognition platform, allowing us to give instant peer to peer recognition to colleagues for their accomplishments aligned to our values and the positive impact they make to our fellow colleagues, customers and clients. This initiative is in addition to our values in action awards where we celebrate colleagues who live our core values. This includes inclusion (promoting an inclusive work environment) and growth (supporting personal and professional development) – both of which are helping to improve the gender pay gap. In 2024, of the nominations received in our values in action awards programme, 43% of nominations for growth and 46% for inclusion were for female colleagues.
- The introduction of our new flexible benefits platform in 2024 – demonstrating an increased commitment to our colleagues' wellbeing by providing access to a greater range of benefits to suit their individual needs.
- Formally launching our global career framework to all colleagues, which provides a consistent and transparent career path across Sedgwick. This allows for an impartial way to evaluate jobs and ensure alignment of roles across the company. Sitting within the career framework are job families, job levels and internationally consistent job profiles. This framework allows our colleagues to understand where their role fits into the organisation, and how they can develop and map their career at Sedgwick. We continue to conduct pay analysis and review salaries based on our job levels to ensure equity.
- Improving our approach to bonus arrangements by removing a discretionary scheme and replacing it with a structured incentive performance plan with a move towards a reward philosophy which links performance to reward and provides a greater level of transparency for colleagues.
- Redesigning our vacancy adverts by partnering with The Hunting Dynasty, specialists in behavioural science. This collaboration has helped us use gender-neutral language, improve ease of reading and remove acronyms, making our adverts more inclusive.
- Launching a new global mobility framework and suite of policies to support talent movement overseas providing colleagues with the opportunity to gain valuable experience and skills to support their career advancement.
- In 2024, introducing our disability and neurodiversity colleague resources group (CRG). CRGs are global, cross-functional, colleague-led groups aimed at fostering a diverse and inclusive workplace aligned with Sedgwick's guiding principles, values, goals and business practices.

- Facilitated by the CRGs, we offer a programme that matches mentees with mentors across the organisation as a way for participants to engage with leaders and their peers and expand their network. Topics covered are those that are critical in developing leadership skills. For example, in the Women's CRG, which currently has over 2,000 members globally, mentoring circles cover topics to include financial acumen, career planning and negotiation skills. Nearly 340 colleagues (globally) participated in mentoring programmes offered by our CRGs in 2023 with a further 190 participating in 2024.
- The ongoing embedding of our flexible first philosophy - encouraging our people to work more effectively and flexibly in a way that meets the needs of Sedgwick colleagues and their teams, and also enables us to deliver the best service to our clients.
- Continuing to evolve our talent review and succession planning processes to identify emerging talent and pipeline for leadership and business critical roles. Inclusion principles are integrated into our approach to all talent processes including talent review and succession planning.
- Focussing on strategic action planning resulting from the insights gained from our colleague engagement surveys and focus groups.

## 06 Closing statement

We continue to recognise it will take time to close the gender pay gap, but we remain committed to making a difference and doing things differently to impact positively, both in terms of closing the gap and contributing to the number of women who work in our industry. Our efforts will continue to focus on talent strategies and initiatives that encourage growth, equity of opportunity, wellbeing and connectedness, talent attraction and retention.

We will continue to encourage and develop the next generation of female talent at Sedgwick. With nearly 70% of Sedgwick's global workforce identifying as female, we are committed to their ongoing personal and professional growth in order to support their career aspirations and advancement within the organisation.

For any questions or more information, please contact [mediainquiries@sedgwick.com](mailto:mediainquiries@sedgwick.com).