

Howden Ireland

Gender pay gap report

2024

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Our 2023 gender pay gap report reflects our ongoing commitment to transparency, accountability, and progress in advancing gender equality within Howden. While we celebrate the progress made, we recognise that our journey towards full gender equality is ongoing, and we remain fully committed to driving meaningful change for all our employees.

Robert Kennedy

CEO, Howden Ireland



This report details the gender pay gap data taken on 23 June 2024. The data includes all those employed by Howden Insurance (Ireland) Limited.

Howden Ireland launched in May 2021 as 'Aston Lark Europe Limited' following the merger of two Companies, Robertson Low Insurances Ltd and Wright Group Broking Ltd. Over the past 4 years there has been a transformational journey in the landscape of Howden Ireland's employee population. Howden Ireland has grown by 161% in the past 4 years. The ratio of this growth is 1:1 (Mergers & Acquisitions: Talent Acquisition)

Headcount

Year	Male	Female	Total
2024	106	168	274

Percentage

Year	Male	Female
2024	39%	61%

Full time vs Part-time

	Male	Female
Full time	100	139
Percentage	36%	51%
Part-time	6	29
Percentage	2%	11%

	Male	Female
Part-time	6	29
Percentage	17%	83%

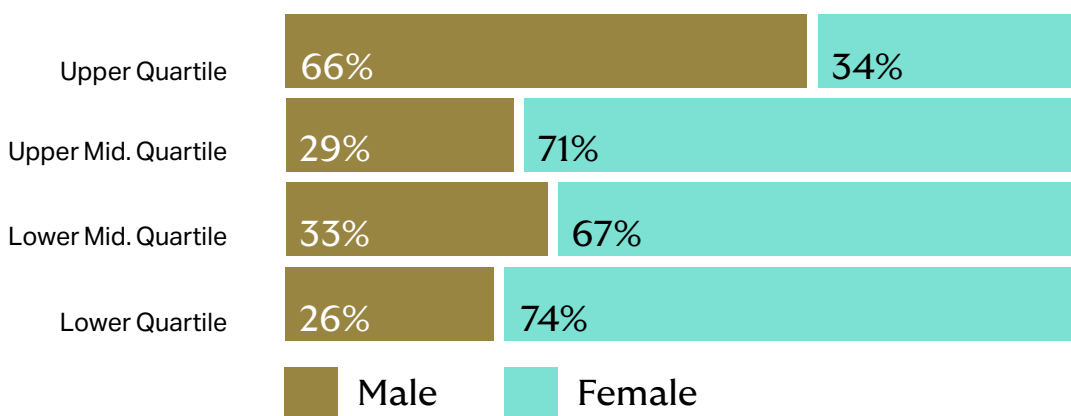
Hourly remuneration quartiles

We recognise that the gender pay gap is a complex issue influenced by various factors such as access to opportunities, career progression, and representation in senior leadership roles.

We are committed to fostering a culture of inclusivity and equality at every business level to create an equitable workplace for all.

To create the quartile data, we divided the hourly remuneration into four equal parts. This provides insight into the distribution of values. The Lower and Upper Quartiles contain 68 people each, and the Middle and Upper Middle Quartiles contain 69 people each.

We organised the employees into quartiles based on the hourly remuneration of all male and female employees and calculated the proportions of male and female employees in each quartile.



Gender pay gap

Year	Median	Mean
2023 - 2024	23%	33%

The median hourly remuneration is 23% higher for male employees.

Median hourly remuneration is the middle value when the values are arranged in an ascending order.

We calculated the median hourly remuneration of male and female employees, then we calculated the gender pay gap median hourly remuneration for all employees, this included full and part-time employees.

The mean hourly remuneration is 33% higher for male employees.

Mean hourly remuneration is the average hourly rate.

We calculated the mean hourly remuneration of male and female employees and then the gender pay gap in the mean hourly remuneration of all employees.

There are several factors which could be causing this gap, but notably, one reason that stands out is the large volume of female part-time workers we have compared to male part-time workers.

Allocations of part-time employees impact the bonus gap calculations as the reporting uses actual bonuses paid rather than the full-time equivalent value (recognising that when considering bonus awards, such bonus is typically considered and compared based on a percentage of the individual's annual salary), so a higher percentage of women in part-time roles directly reduces the mean bonus value for females.

The report demonstrates concerns with the representation of women in senior positions. The acquisitive nature of our business means we gain employees as we acquire additional businesses, and where in our sector historically we have seen more males, our mix of employees and pay structures will be influenced by the legacy employers.

Bonus

The bonus payment awarded in the reporting period includes; bonus, long service awards, cross sales, referral, show bonus and Perx cards.

Gender bonus gap

Year	Median	Mean
2023 - 2024	34%	68%

Gender split of those receiving a bonus

Year	Male	Female
2023 - 2024	75%	85%

Employees at all levels are eligible to participate in the discretionary bonus scheme, and we can see that a similar percentage of female staff received a bonus in the 12 months to snapshot date compared to male employees, with participation in bonus growing for both males and females. However, the percentage of female employees receiving a bonus has increased by a higher percentage compared to the male population.



Activities

Early careers

To drive equity and attract diverse talent, Howden Ireland was proud to initiate the launch of its new Early Careers Initiative such as Apprenticeship and Co-Op, aimed at empowering young professionals from all backgrounds to start impactful careers in insurance. These programmes will focus on creating accessible career pathways, providing mentorship, building foundational skills, and ensuring fair opportunities across all levels. The initiative is part of Howden's ongoing commitment to closing the gender pay gap and fostering an inclusive environment where all employees can thrive.

Diversity and inclusion initiative

Howden Ireland is excited to announce the launch of its Diversity & Inclusion Committee, dedicated to building a more equitable workplace and addressing key issues, including the gender pay gap. This committee will work on fostering a culture of inclusivity through ongoing education, strategic initiatives, and employee-led discussions. With representation across all levels, the committee aims to ensure every voice is heard as we build a fairer, more diverse organization.

Mentorship

Our Mentor Programme is open to everyone and provides an additional avenue of support to grow your knowledge and skills. Mentoring allows individuals to share their experiences, understanding and appreciating different viewpoints, interests, and issues that exist for both newer and experienced professionals. We actively encourage upward mobility for women in the workplace. Mentoring can guide and inspire women at crucial stages in their careers, helping to create a stronger career pipeline.

Succession planning

Howden Ireland is committed to developing a critical role tool-kit to support business leaders in understanding the identification of critical roles and the mapping of potential successors to each role at different points in time. We are committed for there to be a gender split for each identified successor.



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For all queries please email marketing@howdeninsurance.ie

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