

Howden Insurance Ireland

Gender pay gap report 2024

Our actions to drive change

HOWDEN

Gender pay gap

Since the 2023 report, Howden Ireland, as an employing entity, has seen a significant rise in headcount of 95. This means we are reporting on a different population than in previous years.

Reducing our gender pay gap is a long-term commitment and will take time, especially in an organisation evolving as rapidly as Howden Ireland. Last year alone, we grew by another 95 people, but sometimes progress in one area can directly impede progress in another.

So while we are delighted that a growing number of women are joining us in their early careers, the fact that such roles are often in a lower pay quartile has contributed to a rise in the gender pay gap. Nonetheless, the statistics are clear. Those who stay on in our organisation do feel the benefit. An increasing number of women are now reaching the lower middle quartile, moving from 67% to 74%, while the numbers in the upper pay quartile are steadily growing too, from 34% to 35%.

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I've been part of the Howden Ireland journey since 2021, and we're committed to ensuring we attract the best talent from all backgrounds to drive our future success. We've worked hard to create a welcoming and inclusive workplace, but this report reminds us there's always more to do. In 2025 and beyond, we'll continue to grow while staying focused on opening opportunities for everyone.

Mark Nolan
Howden Ireland CEO

Our actions to drive change



We remain committed to reducing our gender pay gap and ensuring that women and men have equal opportunities to thrive at Howden.

Our focus includes:

01.

Supporting early career talent

We will continue investing in our early careers recruitment efforts while ensuring strong career pathways for long-term progression.

02.

Graduate programme

We launched our graduate programme during this year which included a 50/50 gender split across the business to ensure we continue to support emerging talent in the industry and working towards our gender equity goal.

03.

Apprenticeship programme

We continued our apprenticeship programme this year, again driving a 50/50 gender split across the business to ensure we support new starters into the world of insurance broking.



Account executive development pathway

We completed an internal development programme to support the future talent for Howden Ireland which had a 60/40 split for women in attendance over the course of nine months. This was as a direct result of our previous gender pay gap report to ensure we have a detailed approach in place for succession planning.



Recruitment workshops

Since launching the workshops in 2024, over 40 hiring managers have been provided with practical tools aimed to reduce potential bias and embed fairness into the recruitment and selection process.



Menopause Allies

We've taken steps to improve workplace support with the launch of Menopause Allies across Ireland, who serve as advocates and first points of contact, helping to reduce the stigma and foster positive change.

Gender pay gap report

This report provides key data for the Howden gender pay gap report 2024.



Headcount

Since the snapshot data of the 2023 report, Howden Ireland has seen a significant rise in headcount of 95.



New hires

New hires represent the majority of the additional headcount but also reflects acquisitions who have moved to the Howden entity during the snapshot period.

Gender split for 2023 and 2024 reports

Year	Women	Men	Total HC
2024	227	142	369
2023	168	106	274
Change	59	36	95

Percentage

Year	Women	Men
2024	62%	38%
2023	61%	39%
Change	1%	-1%



Gender pay and bonus gap

These tables show our overall median and mean gender pay gap based on hourly rates of pay at the snapshot date (30 June 2025), as well as the bonus pay gap and benefit in kind breakdown for the prior 12 months to the snapshot date.

Gender pay gap

Year	Median	Mean
2024	25%	37%
2023	23%	33%
Change	2%	4%

Gender bonus gap

Year	Median	Mean
2024	48%	59%
2023	34%	68%
Change	14%	9%

Benefit in kind

Year	Male	Female
2024	26%	15%

The table displays the percentage of men and women receiving a bonus.

Reduction

There has been an overall reduction in the percentage of colleagues receiving a bonus at the 2025 snapshot.

Gender split of those receiving a bonus

Year	Women	Men
2024	73%	69%
2023	85%	75%
Change	-12%	-6%



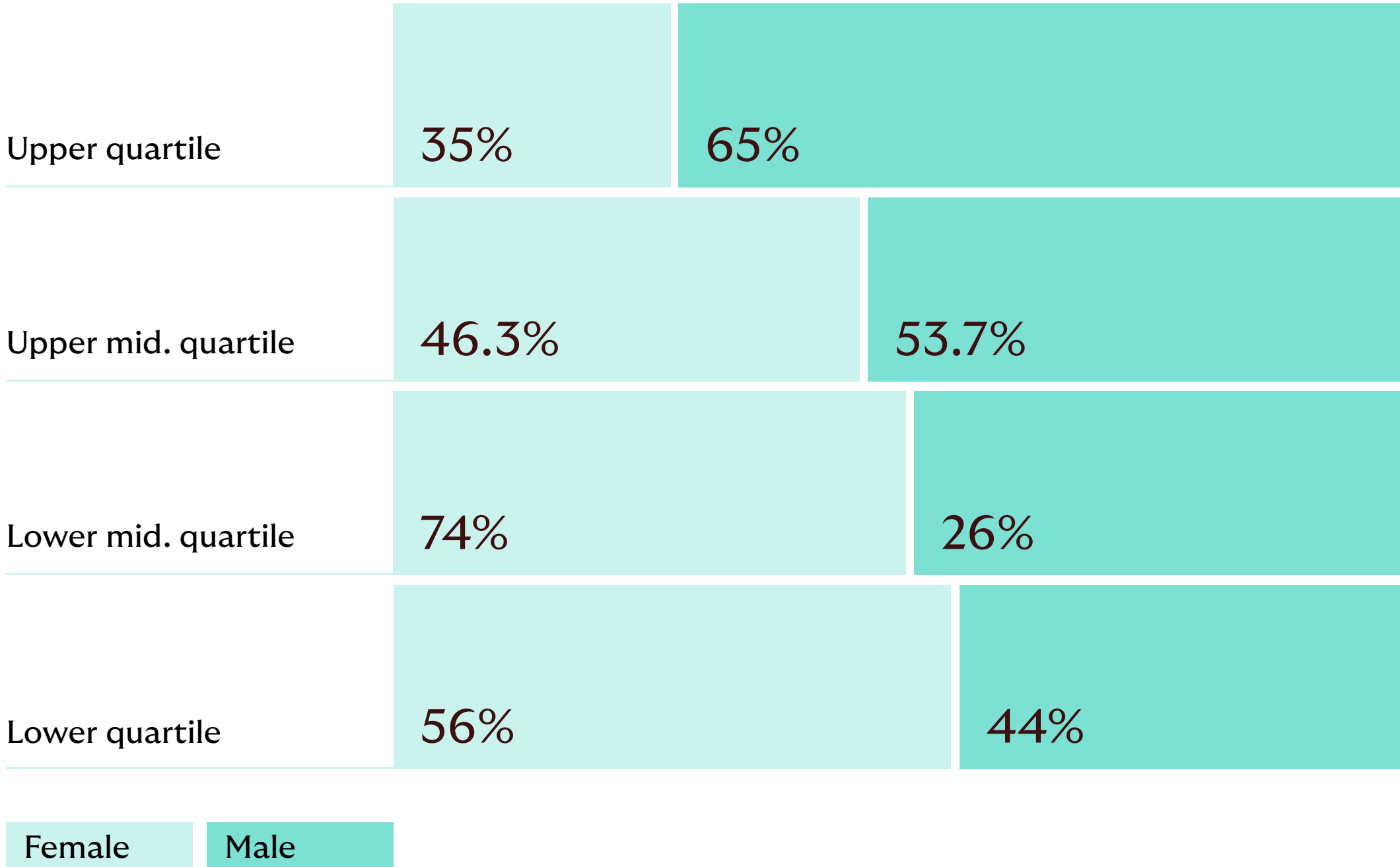
Gender pay quartile splits

Splits

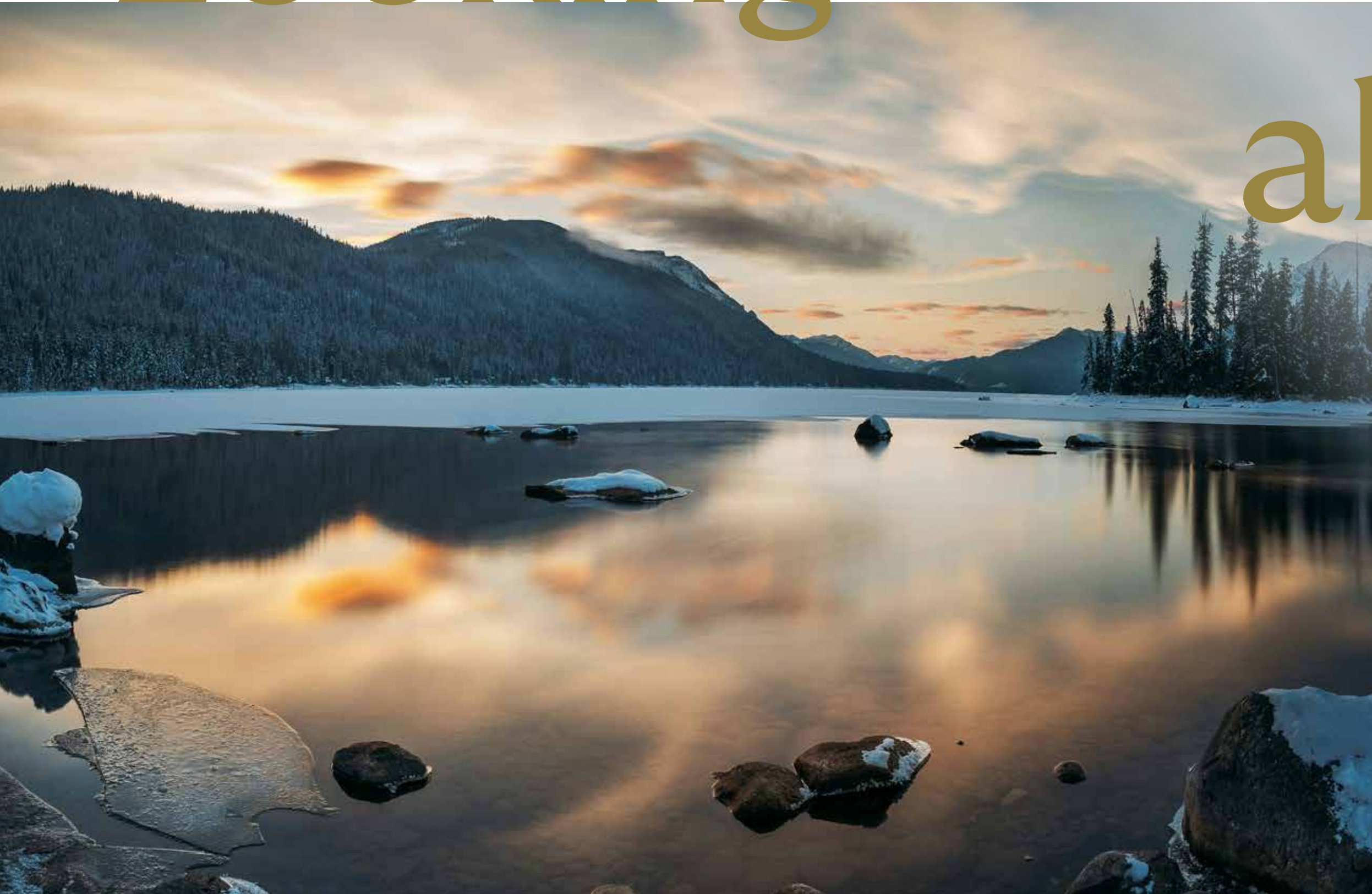
The gender pay quartile splits provide a clear explanation for the gender pay gap data that is being reported for the 2025 snapshot.

Increase

We have seen increased representation of women in the lower-mid quartile (from 67% to 74%). There has also been a slight increase in the number of women in the upper quartile (from 34% to 35%).



Looking ahead



Reducing our gender pay gap is a long-term commitment, and we recognise that meaningful change takes time.

While the increase in our gap reflects more women represented in the lower pay quartiles, we are confident that our continued focus on development and progression will help drive lasting improvement.

We remain committed to fostering a workplace where everyone has the opportunity to grow, succeed, and be rewarded fairly.



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