

A photograph of a woman and a man sitting at a desk, looking at a laptop. The woman is on the left, pointing at the screen, and the man is on the right, smiling. They are in a modern office setting with large windows and a hanging light fixture.

2024-2025 REPORTING PERIOD

Gender equity at Sedgwick

The gender pay gap explained



A message from our CEO

As a Sedgwick team, we're committed to looking for ways to close the gender pay gap and support true gender equality across our business.

For many years, diversity, equity and inclusion (DEI) have been at the heart of who we are. Creating an inclusive culture isn't just the right thing to do — it helps us deliver better results and fuels the innovative, industry-leading solutions we're known for. We're committed to creating a workplace where people feel supported, included and able to do their best work — because when our colleagues thrive, so do our clients and the communities we serve.

In recent years, we've made ongoing strides to ensure our team reflects the diversity of the world around us and that every colleague experiences a fair and inclusive environment. DEI is part of everything we do — from the way we hire and support career growth to our performance processes, range of benefits, engagement initiatives and listening to feedback from our people. Behind it all is a solid framework of strategies, policies and tools that help ensure everyone is treated fairly and has the chance to reach their full potential.

We have a long-term commitment to making meaningful progress on gender pay and nurturing a culture where everyone feels welcomed, valued, respected and heard — with equal opportunities to grow and succeed.



Philip Van Zyl

Interim Chief Executive Officer, Australia and
Chief Executive Officer, New Zealand

ABOUT SEDGWICK

About Sedgwick

Sedgwick is the world's leading risk and claims administration partner, helping clients thrive by navigating the unexpected. The company's expertise, combined with the most advanced AI-enabled technology available, sets the standard for solutions in claims administration, loss adjusting, benefits administration and product recall. With more than 33,000 colleagues — over 650 of which are in Australia — and 10,000 clients across 80 countries, Sedgwick provides unmatched perspective, caring that counts and solutions for the rapidly changing and complex risk landscape.

**We enable clients to
thrive by helping them
navigate the unexpected.**

For more than 50 years, we've been committed to doing the right thing. We do that by living our core values of empathy, accountability, inclusion, collaboration and growth. Our colleagues embrace our shared purpose and values as they demonstrate what it means to work for an organisation with caring that counts.

Every year, millions of people around the world contact Sedgwick when they face an unsettling, unfamiliar or stressful event — whether a catastrophe, an accident, an absence request or claim scenario. They can count on us to listen, to respond, to protect and to help make things right. Our global claims management solutions are tailored for corporations, insurance carriers and public entities and help people and organisations navigate the claims process and get back to work, life and business.



What is the gender pay gap?

The gender pay gap is a measure that shows the difference between the earnings of men and women, expressed relative to men’s earnings irrespective of their role or seniority. It can be expressed as:

- The difference between the average earnings of men and women, expressed relative to men’s earnings irrespective of their role or seniority; or
- The difference between the median 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 is written in response to the introduction of gender pay gap reporting and includes data relating to Sedgwick Australia and reflects the WGEA reporting period of March 2024 to March 2025. Consistent with WGEA’s gender pay gap methodology for this period, the content is based upon our median and average gender pay gap which compares the difference between the median woman’s salary and the median man’s salary, expressed as a percentage of the median man’s earnings.

Our gender pay gap

Through steadfast commitment to closing the gender pay gap, Sedgwick continues to close the gap year on year.

Our gender pay gap over time

All employees	2022-23	2023-24	2024-25
Average total remuneration	36.6%	31.5%	29.9%
Median total remuneration	39.2%	35.6%	32.2%
Average base salary	29.7%	26.8%	25.1%
Median base salary	35.2%	32.8%	31.1%

The gender pay gap at Sedgwick is largely attributed to the fact we have more male colleagues in senior technical roles receiving higher remuneration. We recognise this is a legacy issue where historically the business attracted more men into senior technical and specialist roles. The total remuneration for this colleague population includes payment of bonuses where there’s a correlation between performance and reward, which, together with a higher base pay, impacts on our gender pay gap. Further, the gap can be impacted by a colleague’s experience, skills, knowledge, competency and performance.

Other factors that also contribute to our gender pay gap include:

- The areas of the business featuring a higher number of women than men tend to be in support and administrative roles where base remuneration is lower.
- We are a flexible employer and whilst we fully promote flexible working to all, we have a greater proportion of women who work part-time which impacts on their total remuneration — 33% of female colleagues are part-time workers compared with 4% of male colleagues who are part-time workers.

We recognise total reward and the level of base compensation impacts upon the gender pay gap and are committed to regularly reviewing our pay data and taking positive action to close the gap.

Our culture

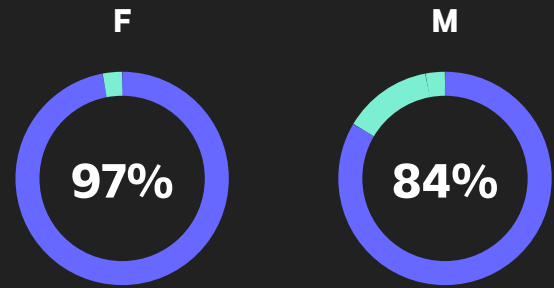
We are actively creating a culture designed to build an inclusive, equitable and diverse business and are proud to have been recognised as an Inclusive Employer 2023-2024 by the Diversity Council of Australia (DCA) for our culture, employee development and commitment to diversity, equity and inclusion.



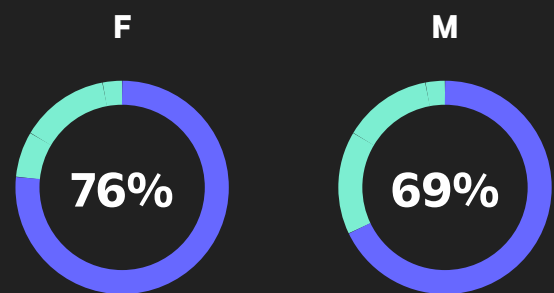
Sedgwick scored higher than the Australian workforce average across all questions in the survey.

Benchmarking — inclusion

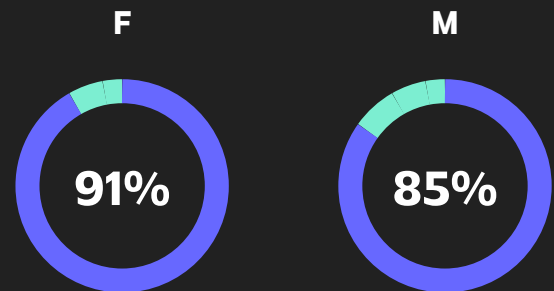
- Higher than the Australian workforce on all questions.
- Higher than DCA on all questions bar one.
- Slightly lower than the finance/insurance industry overall.
- Finance/insurance industry highest of all the industries.



Support Sedgwick taking action to create a workplace which is diverse and inclusive.



Have had the opportunity to participate in at least one activity that helps career development.



Agree their immediate supervisor/manager genuinely supports equality between genders.

Finance/insurance industry: 4.3

Sedgwick: 4.2

DCA: 4.0

Australian workforce: 3.7

Our colleagues

Achieving gender parity and pay equity is an important aspiration for Sedgwick Australia. We are pleased to have reached near gender parity across the total workforce and close to a 50/50 split of male to female colleagues in professional and technical roles. We continue to support female development and career progression and presently have a 50% female representation at Executive leadership level and 56% female representation in our senior leadership team. We're proud to have a high percentage of female representation in leadership roles, bringing diversity of thought and balanced perspectives to our decision-making process and strategy development.

50%

female representation at
Executive leadership level

56%

female representation in our
senior leadership team

We continue to attract women to our industry with 66 new female colleagues joining Sedgwick Australia in 2024, this equated to 50.4% of all new colleagues. We also believe in nurturing and developing female talent from within and during the reporting period we promoted 66 female colleagues, which equated to 64% of all promotions that took place.

Our commitment and actions to positively impact and drive change

Our commitment to tackle the gender pay gap is informed by the drivers of the gender pay gap and supported by the actions we have taken to integrate DEI into everything we do at Sedgwick including our hiring practices, professional development and colleague engagement initiatives.

Our actions and progress to date include:

Talent attraction and recruitment

- Embedding diversity into our talent acquisition brand and marketing material.
- Improving our career site and investing in technology to create a world-class candidate experience.
- Including inclusive language in job descriptions, introducing a new interviewer guide and training and having diverse representation on interview panels.
- Transparent policies that set the standards for fair and equitable treatment.
- Training hiring managers on competency-based interview skills to ensure hiring decisions are based on merit.

Colleague growth and development

- Rolling out global DEI awareness training together with our local conscious inclusion training which raises colleague awareness to unconscious bias.
- Colleague development initiatives including:

Our Colleague Resource Groups (CRGs) which are global, cross functional, colleague led groups that support inclusion, engagement and professional development aligned with Sedgwick's values and business priorities.

The Women's CRG was the first launched in 2022, recognising the importance of creating dedicated opportunities to support women's participation, development and connection across the organisation. Since its establishment, this CRG has delivered a broad range of learning focused initiatives, with a strong emphasis on Lunch & Learn sessions and development forums addressing topics such as career progression, leadership capability, financial confidence, wellbeing and workplace skills.

Through regular global sessions, town halls and educational events aligned to key moments such as International Women's Day and Women's History Month, the Women's CRG has provided accessible development opportunities that support capability building and engagement for women and allies across regions.

- Our Colleagues in Motion initiative which provides emerging talent of all genders the opportunity of a 12-month mentoring program with a senior leader, focusing on their personal/professional development including one-to-one support.

- Facilitated global leadership circles which are collaborative, online meeting spaces for front line leaders to speak openly about challenges, share solutions and tap into peers and seasoned leaders as sounding boards. Every leadership circle meeting is assigned a specific topic to discuss.
- Facilitated leadership development workshops that are a blend of self-paced learning and live, interactive workshops to help leaders build and strengthen their leadership skills. Topics include building connection and trust, developing colleagues and their careers, coaching as a people leader, giving and receiving feedback, optimising performance, leadership mindset and identity, goal setting, how to have effective one on one check-ins and team meetings.
- Facilitated Leadership Academy LIVE where leaders can join monthly, 30-minute webinars presented by global leadership experts, designed to develop targeted leadership skills and knowledge.
- Formalised our talent review and succession planning processes to identify emerging talent and pipeline for leadership and business critical roles. DEI principles are integrated into our approach to all talent processes including talent review and succession planning.
- Embedded our 'Art and Science of loss adjusting' technical competency framework — this showcases the essential technical and behavioural capabilities required to be a top-performing property loss adjuster. It underpins all colleague learning including a dynamic mentoring model that enables as many adjusters as possible to benefit from the experience and expertise of Sedgwick's senior colleagues. Through this framework, we aim to advance the development of all professionals in the sector regardless of their experience level or gender.

Our CRGs have more than **8,500 members** who benefit from professional development, business engagement and more.

- Completed a global rebrand and relaunch of SedgwickU (formerly Sedgwick University), which brings together our comprehensive training and development offerings forming the foundation of our culture of learning and growth. SedgwickU supports our colleagues' personal/professional growth by providing access to thousands of online courses and opportunities to continue formal education.
- Facilitated Growth Week — a global annual week of events and opportunities for colleagues to learn, develop, innovate and get inspired.
- Our Colleague Resource Groups have remained a key channel for colleague engagement and professional growth, evolving their development and mentoring offerings over time, with hundreds of colleagues and CRG members benefiting from these opportunities in recent years.
- Our women's colleague resource group currently has over 2,700 active members globally. Members of this CRG are invited to participate in various professional development opportunities. The group also focuses on business engagement, community outreach and member engagement opportunities.

Culture, wellbeing and connectedness

- Continued to embed our company purpose and values which underpin our talent, performance and recognition frameworks.
- From 2022, we introduced colleague resources groups (CRGs) which are global, colleague-led business groups that raise awareness for inclusion, foster engagement and build a sense of belonging. In 2023 and 2024, we continued adding more groups and now offer CRGs for Women, LGBTQ+, Early Career and Disability and Neurodiversity. In total, our CRGs have more than 8,500 members who benefit from offerings around professional development, business engagement, community outreach and member engagement.
- In 2024, we established the Disability and Neurodiversity Colleague Resource Group in response to significant colleague demand, with more than 500 colleagues joining on its launch day, demonstrating strong engagement with inclusive initiatives that support equitable participation and workplace inclusion.
- In March 2025 we further enhanced our paid parental leave policy to allow primary carers the opportunity to take 16 weeks paid leave and secondary carers 4 weeks paid leave. We've also committed to paying superannuation on the unpaid component of parental leave.

Nearly **66%** of Sedgwick's global workforce identifies as female

Colleague engagement and retention

- Being committed to ensuring colleague wellbeing through initiatives such as our holistic wellbeing strategy.
- The ongoing embedding of our flexible first philosophy which encourages colleagues to work more effectively and flexibly. Our approach is about creating flexibility in the way we work that meets the needs of our colleagues, our teams and our clients.
- New colleague onboarding — we're dedicated to creating the best colleague experience possible, starting on day one. To ensure new colleagues are setup for success and a long career at Sedgwick, we have a comprehensive onboarding program and support in place focusing on the colleague's wellbeing, connectedness and growth.
- We celebrate colleagues who live our core values, which include inclusion (promoting an inclusive work environment) and growth (supporting personal and professional development) via our values in action awards program.
- Continued to embed our reward and recognition platform - Props - 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 the experience of our fellow colleagues, customers and clients.



We continue to recognise it will take more 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 increasing the representation of women in traditionally male dominated roles who work in our industry.

Embracing equity is an extension of our core values and caring that counts philosophy. At Sedgwick, we are embedding inclusion principles into our people and talent practices, integrating behaviours in line with our values and providing focused learning opportunities.

Nearly 66% of Sedgwick's global workforce identifies as female and we are committed to their ongoing personal and professional growth.

For any questions or more information, please contact anz-sed-cr@sedgwick.com.

sedgwick

TOGETHER WE **THRIVE**

[SEDGWICK.COM](https://www.sedgwick.com)