



2026

UK gender pay gap report

GENDER PAY GAP REPORT



Foreword

Sedgwick is committed to fostering an inclusive environment that supports equity, fairness and opportunity for all colleagues. Our gender pay gap reporting is an important part of this commitment, enabling us to review our progress and where we must focus next. In 2024/2025, I am pleased to see that our gender pay gap has reduced further. However, there is always more to do as we continue our work to broaden female representation in senior and technical roles, strengthen inclusive recruitment and development, and ensure pay and reward practices are equitable and consistent across our UK business. We remain focused on creating a workplace where everyone can thrive and be their true selves.

This report presents our gender pay gap data and details the measures we have implemented so far, along with our ongoing commitment to narrowing the gap.

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



Neil Gibson

Regional CEO, UK, Ireland, Middle East and Africa

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 (including 2,700 in the UK) 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.**

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?

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK employers with 250 or more employees must publish their gender pay gap data annually. The gender pay gap shows the difference between the average hourly pay of women and men across the organisation, expressed as a percentage of men's earnings. This is distinct from equal pay, which refers to paying women and men equally for the same or equivalent work.

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

- 1.** The mean gender pay gap – which is the difference between the average hourly pay of all women and all men.
- 2.** 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.
- 3.** The mean bonus gender pay gap – which is the difference between the average bonus pay of all women and all men.
- 4.** 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.
- 5.** The proportion of male and female employees who received a bonus payment.
- 6.** 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, 2025.

Our gender pay gap results (snapshot 5 April 2025)

Gender pay gap 2025 compared to 2024 data

Our 2025 gender pay gap figures show a continuing positive shift, with both the mean and median gender pay gaps narrowing compared with 2024.

This improvement reflects ongoing work to enhance female representation across technical, specialist and leadership roles, alongside continued investment in career development, succession planning and equitable talent pathways.

The gender pay gap at Sedgwick continues to be largely attributed to the fact that we have more male colleagues in senior technical and loss adjusting 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. The gap can also be impacted by a colleague's experience, skills, knowledge, competency and performance.

However, although there remains a gender pay gap at Sedgwick for the reasons outlined above, the reduction in our gender pay gap demonstrates that targeted interventions are having a measurable impact.

GENDER PAY AND GENDER BONUS GAP

	2025	2024	Change
Mean gender pay gap	31.85%	34.17%	-2.32%
Median gender pay gap	31.26%	33.28%	-2.02%
Mean gender bonus gap	31.97%	53.50%	-21.53%
Median gender bonus gap	52.42%	67.76%	-15.34%
Portion of men receiving a bonus	52.21%	58.60%	-6.39%
Portion of women receiving a bonus	36.64%	43.32%	-6.68%

Gender bonus gap 2025 compared to 2024 data

Although the percentage of males and females receiving a bonus have reduced — broadly by the same amount — the reduction in bonus gaps represents a significant positive movement. Key drivers include:

- Increased recognition of female colleagues through performance linked reward mechanisms.
- Continued refinement of bonus structures, supporting fairness and transparency.

PROPORTION OF MALE AND FEMALES IN EACH PAY BAND HIGHEST TO LOWEST

	2025 male	2025 female	2024 male	2024 female
Quarter 4	73.4%	26.6%	74.8%	25.2%
Quarter 3	50.2%	49.8%	51.8%	48.2%
Quarter 2	37.1%	62.9%	32.3%	67.7%
Quarter 1	33.1%	66.9%	32.6%	67.4%

In addition to our gender pay gap reducing, the number of females in the top quartile pay band has increased from 25.2% to 26.6%, and the number of females in the bottom pay quartile has also seen a slight reduction from 67.4% to 66.9%. Females are therefore better presented in the more senior technical and management roles than previously.

Our UK executive team is also made up of 50% male and 50% female members, and there is a commitment from the top to ensure that all colleagues have the same opportunities for career, pay and progression. Inclusion and growth are two of our core values.



Our culture

At Sedgwick, differences matter. Our longstanding commitment to diversity, equity and inclusion (DEI) is an extension of our core values and philosophy of caring that counts. Our efforts are centred on recognising, understanding and appreciating colleague uniqueness and fostering a culture where all colleagues feel a sense of belonging and can grow.

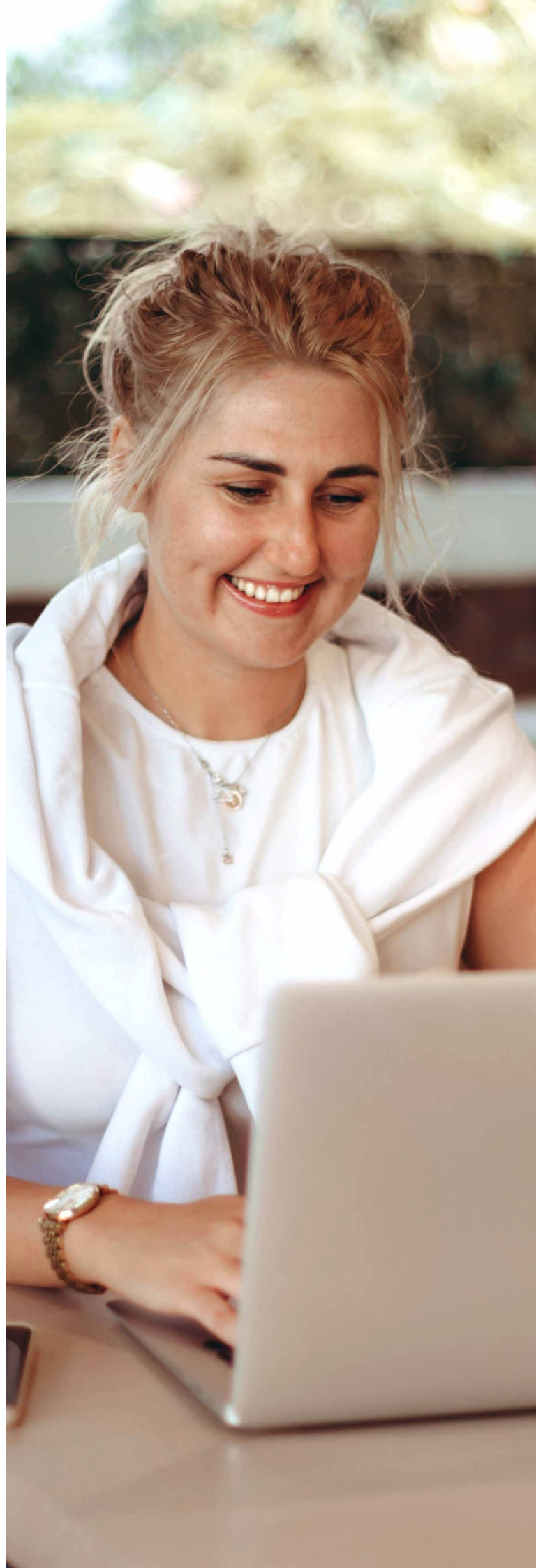
We are keen to enable progression and offer award-winning colleague development programmes, supporting colleagues with industry qualifications and recognising those who succeed in becoming qualified.

We offer flexibility in where and how colleagues work and encourage a 'flexible first philosophy'.

Our benefits package also offers a wide menu of voluntary options alongside core benefits, to appeal to all colleagues at various stages of their lifecycle.

In summary, our culture is one where all colleagues have the same opportunities and can make decisions that work for them. The fact that Sedgwick has recently been recognised as a top insurance employer by Insurance Business UK (IBUK) for the third consecutive year – based on feedback from our own colleagues – demonstrates our commitment to creating a fair, inclusive workplace regardless of gender or any other protected characteristic.

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Our partners in creating an inclusive, representative work environment

At Sedgwick, our external partnerships play an important role in helping us shape a more inclusive, equitable and representative workplace. These relationships provide independent insights, credible challenge and practical tools that support our progress in closing the gender pay gap and strengthening inclusion across our colleague lifecycle.

WORK180 (UK) – Endorsed Employer

Sedgwick International UK is a WORK180 Endorsed Employer, independently reviewed against benchmarks on flexibility, parental leave, pay equity, women in leadership and inclusive recruitment. This partnership strengthens our ability to attract, retain and support women throughout their careers.

Business in the Community (BITC) – Opening Doors Campaign

Our involvement in BITC's Opening Doors campaign supports fair and inclusive recruitment, helping remove barriers and broaden access to opportunities for underrepresented groups. This partnership reinforces our commitment to equitable, skills-based hiring.

Insurance Cultural Awareness Network (iCAN) – Bronze Sponsor

As a Bronze Sponsor of iCAN, we continue to support multicultural inclusion across the insurance sector through inclusive attraction, mentoring opportunities and visibility of diverse talent.

Lloyd's Military Network

Our involvement in the Lloyd's Military Network helps support ex-military personnel and reservists transitioning into insurance careers, enriching our workforce with diverse experience and perspectives.

How these partnerships support our gender pay ambitions

Together, these partnerships help us embed inclusion into how we attract, assess and support talent, strengthen representation and maintain transparency in our policies and practices. They demonstrate our ongoing commitment to building a workplace where all colleagues can contribute, grow and thrive.

Our commitment and actions to positively impact and drive change

We remain committed to taking meaningful, measurable action to close the gender pay gap and strengthen inclusion across Sedgwick. Our approach is guided by colleague feedback, data-driven insights and our long-term aspiration to ensure all colleagues feel supported, valued and equipped to grow.

Employee engagement

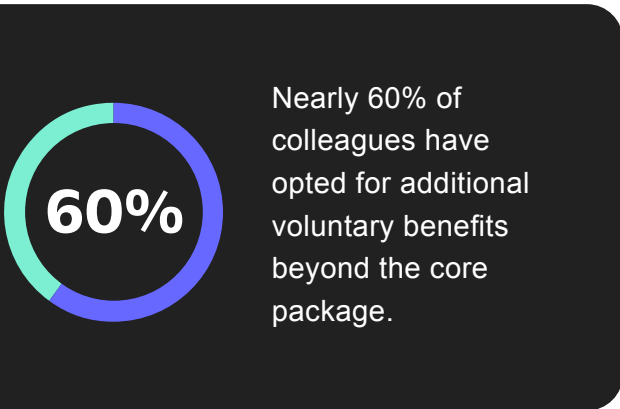
We continue to strengthen engagement through tailored action plans informed by colleague surveys, resulting in rising satisfaction scores over the past two years. Our flexible first philosophy remains central to how we work, enabling colleagues and teams to collaborate in ways that balance personal needs with client service. We also encourage teams to use our office network for flexible first events that support connection and collaboration.

Growth and development

Our investment in development continues to expand. In 2025, our apprenticeship pilot attracted strong female participation, with three out of four apprentices being women. We also focused on strengthening leadership capability, with an equal balance of men and women completing our leadership development programmes. Global leadership circles and Leadership Academy LIVE sessions support aspiring and current leaders to build confidence, capability and readiness for future opportunities.

Reward and recognition

We have continued to embed our flexible benefits platform, adding new options including will writing and health assessments. Our benefits are designed to appeal to all colleagues and allow personalised choices to suit individual lifestyle needs. Nearly 60% of colleagues have opted for additional voluntary benefits beyond the core package. Our Props recognition platform continues to celebrate the behaviours that reflect our values, alongside our values in action awards, which in 2025 recognised an equal number of male and female quarterly winners.



Inclusion

In 2025, we launched our 'I feel seen' campaign to strengthen our understanding of colleagues' needs and enhance inclusive decision-making. Our Women's CRG, first launched in 2022, continues to offer development forums, lunch and learn sessions and opportunities focused on career progression, leadership, financial confidence and wellbeing. We also continue to celebrate women's achievements across the industry, with recent recognition in the iCAN role model list and the British Insurance Awards Young Achiever category.

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What's coming?

Looking ahead, we are strengthening our focus on colleague development, growth and wellbeing. Key initiatives include:



A new Sedgwick competency framework to support consistent skills development and career progression for all colleagues.



A structured mentoring programme designed to develop key talent and support succession planning.



An enhanced onboarding experience to ensure new colleagues feel informed, supported and connected from day one.



A new employee assistance programme with expanded wellbeing support for challenges and difficulties faced by individual colleagues.



Closing statement

We recognise that meaningful change takes time, and we remain firmly focused on the long term work required to narrow the gender pay gap further. Our commitment is grounded in taking action that truly makes a difference — strengthening equity of opportunity, supporting wellbeing and connectedness and enhancing how we attract, develop and retain talent across our organisation.

As we look to the future, we are dedicated to nurturing the next generation of female talent at Sedgwick. With nearly 70% of our global workforce identifying as women, we are steadfast in our responsibility to champion their growth, provide pathways for advancement and ensure every colleague has the support they need to achieve their career ambitions.

sedgwick

TOGETHER WE **THRIVE**

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