

Our people

bms.

Gender pay gap report.

2025

CEO statement.

At BMS, our deep expertise in a world of risk is rooted in the diverse skills, experiences and perspectives of our people.

This report outlines the gender pay gap data from our UK business as at 5 April 2025.

I am pleased to report a further reduction in our gender pay gap for a sixth consecutive year. This progress reflects our continued efforts to create and expand opportunities that help narrow our pay gap.

That being said, we recognise there is still more to do. I look forward to introducing additional measures in 2026 as we continue working towards closing the gap.



Our deep expertise in a world of risk is rooted in the diverse skills, experiences and perspectives of our people..”

IAN GORMLEY
UK CEO, BMS GROUP LIMITED

What are the legislative requirements.

The UK Government requires employers with 250 employees or more to calculate and report their gender pay gap data on an annual basis.

The data includes:

- Mean and Median gender pay gap (based on an hourly rate of pay at 5 April 2025)
- Mean and Median gender bonus gap (considers bonus pay leading up to 5 April 2025)
- Proportion of men and women receiving a bonus payment
- Proportion of men and women in each quartile pay band



The gender pay gap is influenced by the distribution of men and women across BMS.

The gender pay gap at BMS is not a result of equal pay issues. We regularly monitor reward to ensure it is fair for those in similar roles and performance, regardless of gender.

What is a gender pay gap?

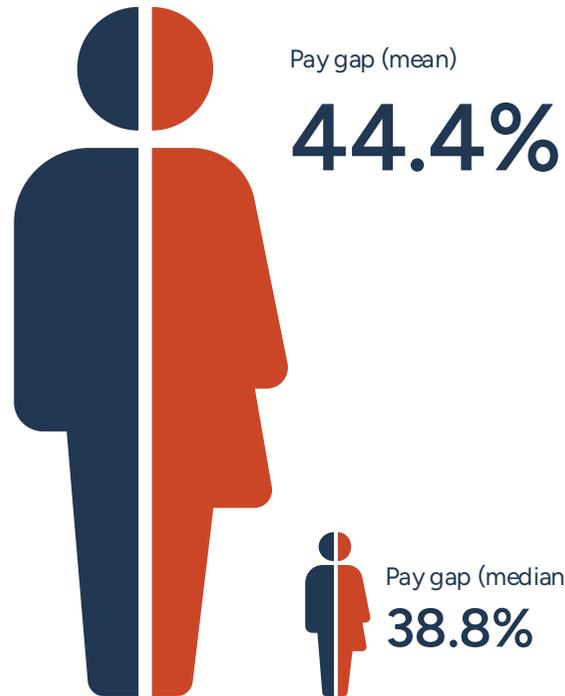
This is the difference between the average earnings of men and women regardless of the work they do.

What about equal pay?

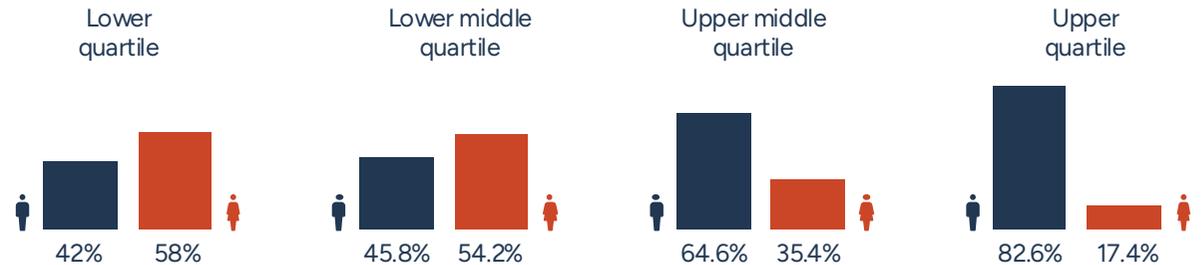
This is the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value.

BMS gender pay gap data.

April 2025 – 583 Employees : 339 Male : 244 female



Gender distribution per pay quartile



Bonus



Bonus Gap (Mean)

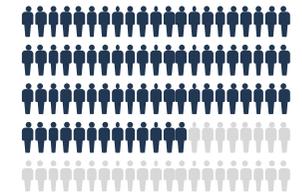
64%

Bonus Gap (Median)

55.4%



66% of females received bonus pay



73.2% of males received bonus pay

Total gender distribution



Data insights.

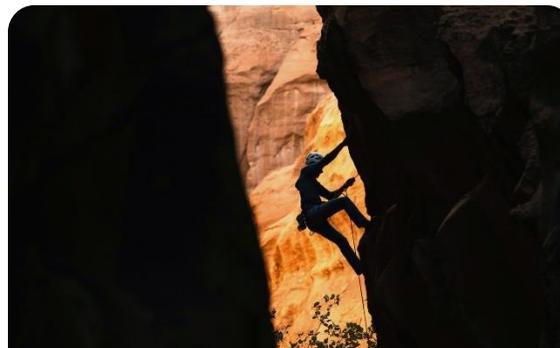
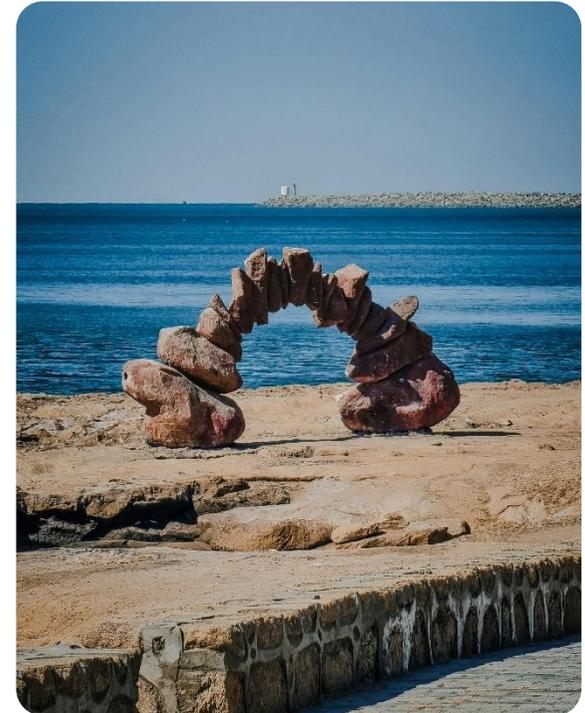
Our actions have shifted the shape of our workforce

We continue to see a steady increase in female representation in the upper pay quartiles compared to 2024. There are still a higher number of women in the lower pay quartiles and more men in senior broking roles. This current balance of representation makes average male pay higher than average female pay, resulting in a gender pay gap. This is reflected across both hourly pay and bonus gaps which is a similar issue faced by firms in the insurance market.

In terms of the percentage of employees receiving a bonus, BMS operates a discretionary scheme. The percentage of each gender not in receipt of a bonus relates to eligibility requirements at the time of a bonus being paid.

Redressing the balance is taking time but the steps we are taking are resulting in positive changes now and for the longer term.

The steady increase in female representation in the upper pay quartiles signifies we are dedicated to promoting diversity at the highest levels of our organisation.



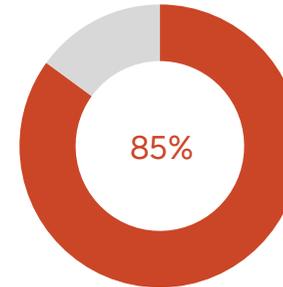
2025 actions.

We are continuing to take action to narrow our gap

- Sponsored women to participate in external development programmes
- Retained a Silver Award in the ENEI Talent Inclusion and Diversity Evaluation (TIDE) audit, highlighting our continued commitment to fostering a diverse and inclusive workplace
- Recruited the next cohort for the Early Careers Programme (57% female)
- Delivered dedicated 'Insight into Insurance' Day to a London Girls school
- Hosted a number of internal events through our Gender Equity Network, covering topics from networking skills to accelerating progress to wellbeing
- Delivered an internal workshop on career development
- Continued our programme of Inclusive Leadership training
- Hosted a dedicated Gender Pay Gap event to increase understanding and discuss solutions
- Conducted our Culture Survey maintaining high levels of engagement from 2024 scores

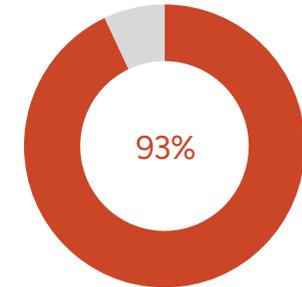
Culture survey 2025 UK*

Recommend BMS



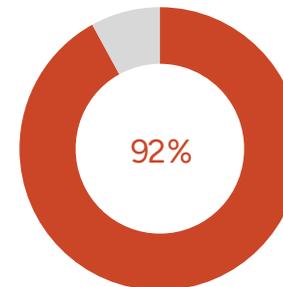
would recommend BMS as an employer

Flexible working



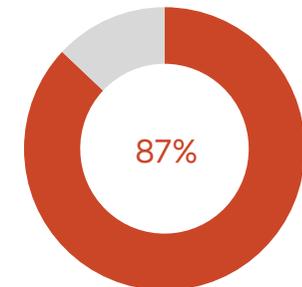
believes their manager supports them in a flexible working model

Diversity & Inclusion



feel they can be their authentic self at work

Pride



are proud to say they work for BMS

*Female employees



2026 commitments.

We're looking forward to continuing our efforts in 2026

Below are some of our initiatives (some of which are already in place).

- Launch a Sponsorship Programme to identify and accelerate the development of high potential women at the middle-management level
- Build on the successes of our GEN Committee and deliver further meaningful initiatives in the coming year
- Increase the number of Discovery career insight days and recruit the next cohort for the Apprenticeship Programme
- Continue our Speaking Up, Inclusive Leadership and Inclusive Hiring training
- Continue to sponsor women to participate in external development programmes
- Continue our High Potential Programme and introduce the next cohort
- Continue to implement regular culture and engagement surveys