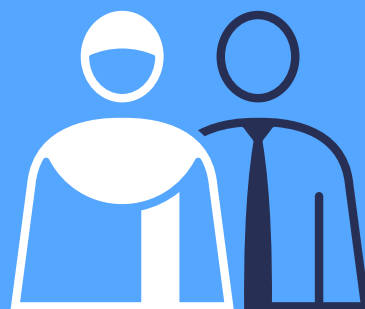


Gender and Ethnicity Pay Gap Reports 2024



Statement from John Neal, Lloyd's CEO

Our strategic aim is to transform the culture in Lloyd's by embedding inclusive practices that enable high performance. We aim to change perceptions of the industry so that it becomes a destination of choice for global talent.

Pay gaps point to the under-representation of specific employee groups and communities. Therefore, our commitment to narrowing pay gaps is part of our ambition to build an inclusive and high performance working environment, both within the Corporation and across the market.

The Lloyd's April 2024 mean gender pay gap was 19.5% (for hourly pay), an increase in absolute terms of 1% from 2023. The median for hourly pay increased by 8.8% to 25%. Representation of women increased by 2.7% at the lower middle quartile (49.8%) and by 1.6% at the lower quartile (63.8%), and decreased by 3.9% at the upper middle quartile (38.5%) and by 0.3% at the upper quartile (39.1%).

The number of leadership roles in the Corporation is relatively small and therefore based on joiners and leavers, the gender pay gap figure can fluctuate year by year.

In 2024, the gender pay gap changes were driven by a range of factors, including attrition and a number of senior women not being included in the sample due to various forms of leave.

Meanwhile, the overall mean ethnicity pay gap for 2024 Lloyd's was 23.6%, an increase of 1.3% from last year, whilst the median was 16.9%. an increase of 5.3% from 2023. The overall ethnicity bonus gap was 42.9% mean, with a median of 18.6%.

The changes during the 2023 and 2024 period are mainly driven by a couple of factors including attrition and an improved disclosure rate for diversity data.

Progress on representation across the Corporation has been particularly encouraging during 2024. Women now make up 53% of colleagues, and 44% of leadership positions. Representation of ethnically diverse backgrounds continue to make progress and is now at 25%. Ethnically diverse representation at leadership level rose from 4% to 8% during 2024.

We will continue to promote our UK Advance and Accelerate programmes, which have been effective in facilitating progression for women and ethnically diverse colleagues in the Corporation and the market in the UK. We continue our outreach efforts with partners such as SEO London, Reach Society and via the Inclusive Futures Schools Engagement Programme to lay the foundations for a more inclusive workforce in years to come.



John Neal, CEO Lloyd's

What's the difference between equal pay and pay gaps?

Equal pay is a concept in UK law that defines the right for men and women to be paid the same amount for the same, or equivalent, work. It has been a part of UK discrimination law for over 40 years. Where men and women are not receiving equal pay, employers must demonstrate that the reason is related to factors other than gender.

Source: CIPD. Note: Some reasons for differences in pay which are not gender related may include performance in role, experience or other market related factors.

Gender pay gap is the difference between the average (mean or median) earnings of all men and all women across a workforce.

Source: .gov.uk

The same methodology is applied for other pay gap calculations such as the ethnicity pay gap. Publishing the gender pay gap is a statutory obligation, while publishing the ethnicity pay gap is voluntary. Publishing pay gap figures is always one year in arrears. The gender and other pay gaps e.g. ethnicity pay gap are influenced by a number of factors including representation at senior levels within a business and the prevalence of some groups in less well remunerated roles.

Lloyd's Gender Pay Gap

Key: Women ♀ Men ♂

		2017	2018	2019	2020	2021	2022	2023	2024
Gender Pay Gap	Mean	27.7%	19.9%	22.2%	20.4%	18.6%	20.6%	18.5%	19.5%
	Median	32.1%	29.9%	26.5%	20.8%	19.2%	21.3%	16.2%	25%
Gender Bonus Gap	Mean	36.7%	30.1%	37.4%	28.1%	23.0%	38.2%	27.1%	23.7%
	Median	40.5%	42.8%	40.5%	33.6%	25.9%	32.8%	27.5%	25.7%
Proportion of Employees in receipt of Bonus	♀	87.3%	82.4%	74%	63.3%	73.6%	76.9%	89.3%	81.8%
	♂	84.7%	77.8%	71.1%	64.6%	71.7%	75.4%	85.0%	83.9%

Lloyd's Gender Pay Gap by pay quartile

Key: Women ♀ Men ♂

Employees		2017	2018	2019	2020	2021	2022	2023	2024
Lower Quartile	♂	32.3%	34.3%	38.0%	36.2%	35.0%	36.2%	37.8%	36.2%
	♀	67.7%	65.7%	62.0%	63.8%	65.0%	63.8%	62.2%	63.8%
Lower Middle Quartile	♂	41.2%	46.7%	48.3%	48.9%	50.6%	52.0%	52.9%	50.2%
	♀	58.8%	53.3%	51.7%	51.1%	49.4%	48.0%	47.1%	49.8%
Upper Middle Quartile	♂	54.6%	54.0%	55.5%	59.1%	58.5%	58.3%	57.7%	61.5%
	♀	45.4%	46.0%	44.5%	40.9%	41.5%	41.7%	42.4%	38.5%
Upper Quartile	♂	66.4%	65.0%	64.5%	61.3%	60.8%	60.1%	60.6%	60.6%
	♀	33.6%	35.0%	35.5%	38.7%	39.2%	39.9%	39.4%	39.1%

What the data is telling us:

This year Lloyd's saw an increase in the mean and median gender pay gap. The Lloyd's April 2024 mean gender pay gap is 19.5% (for hourly pay), an increase in absolute terms of 1% from 2023. The median for hourly pay has increased by 8.8% to 25%.

The changes to the pay gap are driven by 15 women who for various reasons (maternity leave, sick leave) were not included at the cut-off date for calculations. Of those 15 women, 9 of them were in the upper and upper middle quartile.

Attrition has been a factor in the increase of the gender pay gap. 35 women left in the upper quartiles versus 20 women who joined between the period when the data sample was taken.

The patterns described above have contributed to an increase in the mean and median gender pay gap.

The mean bonus pay gap is 23.7%, a decrease of 3.4%. The median bonus gap has decreased by 1.8% to 25.7%. The bonus gap tends to fluctuate throughout the years.

Lloyd's Ethnicity Pay Gap

		Ethnicity Minority					Black				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Ethnicity Pay Gap	Mean	15.3%	16.1%	16.4%	22.3%	23.6%	19.7%	17.3%	21.5%	34.9%	34.6%
	Median	6.1%	9.5%	10.5%	11.6%	16.9%	19.3%	17.3%	15.6%	20.8%	18.6%
Ethnicity Bonus Pay Gap	Mean	19.2%	24.1%	30.0%	31.7%	42.9%	23.6%	23.7%	26.8%	37.8%	57.9%
	Median	6.7%	8.0%	6.3%	19.5%	18.6%	30.4%	19.4%	18.6%	21.9%	32.9%
Proportion of Employees in receipt of Bonus		50.6%	60.4%	68.3%	87.4%	77.4%	56.8%	75.0%	75.0%	82.4%	79.6%

		Asian					Mixed				
		2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Ethnicity Pay Gap	Mean	14.4%	16.1%	17%	21.6%	22.2%	9.4%	13.6%	9.9%	11.1%	17.8%
	Median	2.1%	6.9%	10.5%	12.2%	16.6%	-4.9%	10.3%	1.7%	7%	29%
Ethnicity Bonus Pay Gap	Mean	22.0%	24.8%	35.8%	32.3%	44%	-23.8%	20.6%	-13.0%	30.2%	24.3%
	Median	3.3%	-1.5%	6.9%	20.5%	14%	2.1%	13.7%	-57.2%	15.7%	17.3%
Proportion of Employees in receipt of Bonus		50.5%	56.8%	68.1%	88.8%	78%	35.3%	53.8%	44.5%	90.6%	75%

Lloyd’s Ethnicity Pay Gap Employees by pay quartile

Employees	White					Ethnic Minority				
	2020	2021	2022	2023	2024	2020	2021	2022	2023	2024
Lower Quartile	79.8%	75.8%	73.6%	73.6%	74%	20.2%	24.2%	26.4%	27.6%	26%
Lower Middle Quartile	71.0%	67.0%	66.4%	66.4%	65.8%	29.0%	33.0%	33.6%	36%	34.2%
Upper Middle Quartile	75.7%	78.1%	70.5%	70.5%	71%	24.3%	21.9%	29.6%	28.5%	29%
UpperQuartile	84.8%	83.8%	84.1%	84.1%	86.5%	15.2%	16.2%	15.9%	15.8%	13.5%

What the data is telling us:

The mean and median percentage differs between the adjusted hourly rates paid to each category. Due to the demographic makeup of the Corporation, the population of ethnically diverse colleagues is small when viewing the data in quartiles. Due to the aggregated nature of the data, fluctuations are likely year on year. A small change in a small data sample can have a sizeable impact.

The overall mean ethnicity pay gap for 2024 Lloyd’s is 23.6% an increase of 1.3% from last year, the median is 16.9% an increase of 5.3% from 2023, the overall ethnicity bonus gap is 42.9% mean with a median of 18.6%.

The increase in the ethnicity pay gap is driven by a small decrease of ethnically diverse colleagues in the upper quartile and by attrition with 22 leavers in the upper quartiles versus 10 joiners during the period of the data sample.

2025 Gender and Ethnicity Pay Gap Action

Objective	2025 Actions
Meet our 1 in 3 ethnicity hiring ambition	– Continue working towards meeting our hiring ambition for one third of new hires to come from ethnically diverse backgrounds, monitoring progress at all levels and with a focus on grade 12+ roles
Diverse talent attraction and inclusive hiring	– Continue to use job boards such as Vercida, Race Equality Matters and iCAN to target diverse talent – Continue to review job ads for inclusive language – Continue using values-based interviewing for senior roles
Develop partnerships to attract diverse talent	– Inclusive Futures Partnerships with Equity City and Green Park to provide an ethnically diverse talent pipeline for early careers, leadership and executive levels – A new cohort of the Dive In reverse mentoring programme will start in spring 2025
Talent development and management	Accelerate and Advance – Continue promotion of the Accelerate and Advance programmes for 2025 Equality analysis – Continue to do equality analysis for 2025 to monitor trends and address any possible inequities – Continue to mature Talent & Succession processes Training – Our mandatory DICE e-learning is being refreshed to include references to racial inclusion and intersectionality

