Gallivan Murphy

Insurance Brokers Limited

Gender Pay Gap report 2024 – 2025

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1. Introduction

At Gallivan Murphy Insurance Brokers Limited ("GMIB"), we are dedicated to fostering a workplace that is fair, inclusive, and transparent. The publication of our Gender Pay Gap Report reflects this focus and provides an opportunity to continue our ongoing journey to promote that all employees—regardless of gender—have equal access to opportunities, recognition, and reward.

1.1 A message from our Joint Managing Directors

At GMIB we are focused on building a workplace that is fair, inclusive, and representative of the diverse communities we serve. We recognise that the gender pay gap is about the broader distribution of men and women across different roles and levels within the organisation. Our priorities include:

- Ensuring equal access to career development and progression opportunities
- Supporting flexible working arrangements to balance professional and personal responsibilities
- Promoting diverse leadership and representation at all levels
- Embedding inclusive practices into recruitment, training, and performance management

We are proud of the steps already taken, but we know there is more to do. By continuing to listen, learn, and act, we aim to create a workplace where everyone can thrive.

This year, GMIB has been acquired through the purchase of Assured Partners International by Arthur J. Gallagher & Co ("Gallagher") in the largest insurance broking acquisition ever completed. As a result, we are in the process of aligning to an already thriving business to our new parent company, Gallagher, as we embark on this new chapter. Bringing together two teams with talented team members and processes, with a continued focus on inclusion and diversity, will further enforce our dedication to reducing our gender pay gap.

We look forward to the work ahead and are grateful to all our team members for their ongoing dedication and loyalty to the business during this change management process, and to the continued delivery of top-class service to our customers and clients.

Denis Murphy
Joint Managing Director

Simon Gallivan
Joint Managing Director

2. Gender Pay Gap Information | 2024-2025

GMIB's gender pay gap results are predominantly driven by the higher percentage of our male colleagues occupying revenue-generating roles, which attract higher bonuses. We are dedicated to implementing a strategy that will attract strong female talent to these roles, through recruitment, development and succession planning processes.

2.1 Key Concepts

Relevant Pay Period

The data in this report relates to the 12 months ending on 30th June 2025.

Mean Hourly Pay

The mean is calculated by calculating the difference between the mean hourly pay of relevant male employees and that of relevant female employees, with the difference expressed as a percentage of men's earnings. As an example, a mean of 10% shows that women are paid 10% less than men when comparing the respective average hourly rates.

Median Hourly Pay

The median is the difference between the middle number in a ranking of hourly pay from lowest to highest for relevant male employees and the middle number for relevant female employees, with the difference expressed as a percentage of the men's median. As an example, a median of 15% shows that women are paid 15% less than men when comparing the respective gender mid-point hourly rates.

Benefit in Kind

Benefit in kind includes any non-cash benefit of an estimated monetary value.

Pay Quartiles

The pay quartiles are determined by dividing our workforce into four equal parts based on their pay and identifying the proportion of men and women in each part.

Gender Reporting

The legislative requirements for Gender Pay Gap reporting in Ireland are binary with regards to gender; therefore, this report focuses on the comparison between men and women. We support equal pay for colleagues across all gender identities and continue to promote an inclusive culture for all colleagues.

2.1 Our Gender Pay Gap and Bonus Gap Details

Overall Headcount

Gender	Totals	Full Time	Part Time
Male	74	68	6
Female	109	78	31
Totals	183	146	37

Our gender distribution in GMIB is represented by females in a majority (60%) and by males (40%). Full time workers at GMIB equate to 80% of our workforce whilst 20% are part time workers. Most of our male workforce are full time workers with only six part time representations. Our female workforce has a majority representation working full time with a noticeable portion of our female headcount working part time hours (28%). It is important to continue to support our part time workers to ensure full access to equal opportunities, career progression and with consideration to our pay gap analysis.

Bonus Recipients

Gender	Totals	Full Time	Part Time
Male	46	44	2
Female	81	57	24

% Bonus

Male	**62.16%**
Female	**74.31%**

A total of 127 employees in GMIB received a bonus payment in the Relevant Pay Period. This is due to the fact the team members are producers of revenue for the company and are compensated accordingly.

Benefit in Kind

Gender	Totals	Full Time	Part Time
Male	1	1	1
Female	3	3	3

% Benefit in Kind

Male	1.35%
Female	2.75%

Benefit in Kind is limited in GMIB and only provided to the most senior roles. Female senior roles hold the majority here.

Quartiles

Quartiles	Male	Female	Male	Female
Q1 - Lower	33.33%	66.67%	15	30
Q2 - Lower Middle	34.78%	65.22%	16	30
Q3 - Upper Middle	26.09%	73.91%	12	34
Q4 - Top Pay Quartile	67.39%	32.61%	31	15

In this table, GMIB employees are divided into four equal groups (quartiles) based on pay, from Q1 (lowest earners) to Q4 (highest earners).

Women are the majority in the lower three quartiles.

Q1: Two-thirds female (66.67%).

Q2: Nearly two-thirds female (65.22%).

Q3: Almost three-quarters female (73.91%).

Women are more heavily represented in lower-salaried roles. Men dominate the highest pay quartile (67.39% male vs 32.61% female). Traditionally, men occupy higher-paid, senior, and specialist positions and we see evidence of this in our statistics, with women having a higher representation in lower pay quartiles. This is the key driver of our gender pay gap, as it shows fewer women in senior or higher-paid roles and more women in lower-paid positions.

Difference in Mean Hourly remuneration

	No	Mean Hourly Pay	Part Time Mean
Male	74	28.49	50.12
Female	109	21.01	24.82
Difference		26.24%	50.47%

Difference in Median hourly remuneration

Male	22.48
Female	19.15
Diff	14.82%

Difference in Mean Bonus

Male	16,509.32
Female	6,391.25
Diff	61.29%

Difference in Median Bonus

Male	14,201.75
Female	5,301.98
Diff	62.67%

The data reveals a gender pay gap across both full-time and part-time employees. On average, men earn €28.49 per hour compared to €21.01 for women, representing a 26.24% difference. The disparity is also present among part-time staff, where male employees earn €50.12 per hour while female employees earn €24.82, a gap of 50.47%. These figures confirm that women are more represented in lower-paid roles, while men in part-time positions are more likely to occupy higher-paid specialist or senior roles which is heavily influenced by bonus attainment. This distribution of pay and role allocation is a key driver of the overall gender pay gap within the organisation.

3. Our Actions to Address Gender Pay Gap

We acknowledge that improving gender diversity at the most senior levels of our organisation remains a key priority. To address this, we have implemented a series of targeted strategies and programmes designed to ensure equitable recruitment, development, promotion, and reward practices for all employees. These include:

- Addressing the gender pay gap sustainably by investing in the development of female talent below executive leadership team level. By identifying and nurturing high-potential women across mid and senior management tiers, we aim to build a robust pipeline of future female leaders. Longer term, this approach ensures greater gender representation in the top pay quartile.
- Embedding inclusive hiring practices across all levels of the organisation.
- Conducting regular pay equity reviews to ensure fairness and transparency.
- Monitoring progress through internal reporting and accountability frameworks.

These initiatives are part of our broader focus on I&D and are designed to support balanced representation across all levels of our business. Over time, we expect that they will contribute to reducing our gender pay gap and fostering a more inclusive workplace culture.

4. Next Steps and Action Plans

The company is currently aligning policies and procedures with Gallagher, ensuring consistency across all areas, including inclusion and diversity strategies.

Our priority areas

Our gender pay gap indicates an underrepresentation of women in the upper pay quartile, so we will focus on how each of our I&D committee working groups will influence this.

Gender

Through focused development programmes, mentoring initiatives, and growth opportunities, we strive to cultivate a diverse and inclusive workforce at every level of our business, empowering our female talent to thrive and progress within the organisation.

Policy

We consider that we have implemented robust family-friendly policies and are fully supportive of individuals who opt for family-friendly leave in various circumstances, such as fertility treatment, adoption, and fostering. Our policy working group will aim to continue this trend, focused on removing barriers affecting our gender pay gap.

Inclusive Hiring

Our inclusive hiring principles are a fundamental part of our recruitment process, designed to acknowledge and embrace the diversity of applications. GMIB aims to hire the most qualified candidates for each role, ensuring that selection is based on core skills and company values as opposed to team fit.

We are focusing on how we can maximise on our recruitment partnerships, driving applications from female talent, demonstrating the value of a career in insurance and spotlighting our investment in female development programmes.

Data and Reporting

By having Data and Reporting as a key part of strategy formation, we aim to ensure that our endeavours are producing measurable outcomes. This is a critical next step in the maturity of our approach to inclusion, enabling us to understand where we are making an impact and where adjustments are required.

Our activity will be measured directly against our I&D goals, with milestones to achieve in 2026 and beyond.

Next steps

We are dedicated to leveraging technology and data to identify areas within our organisation that require renewed focus in advancing gender equality. Guided by our values — trust, innovation, collaboration, expertise, and safety — we will continue working closely with our colleagues to foster an inclusive environment. Regardless of ethnicity, gender, age, disability, religion, or sexual orientation, we are dedicated to empowering every individual to build confidence and reach their full potential.