



# Allianz UK Gender Pay Gap Report 2025

# Introduction

**At Allianz UK, our people are at the heart of everything we do. We want to create an inclusive environment where everyone is valued, feels able to participate and can achieve their potential. We believe everyone counts.**

This report shows how we're making progress in improving representation across our workforce, as reflected in the average levels of pay for male and female colleagues. Our progress on gender representation in 2025 is particularly encouraging. 50.5% of our people are women and 43% in senior roles, surpassing our original ambition of 40% by the end of 2025.

While the year on year trend of our results remains positive, we know there's more we can do to continue making Allianz an even more inclusive place to work.

We're honoured to have been recognised by Great Place to Work for three accolades, 'Best Workplaces', 'Best Workplaces for Women' and 'Best Workplaces in Financial Services & Insurance', something that we believe our culture and values demonstrate. It's brilliant to receive this formal recognition.

We're proud of what we've achieved so far and remain committed to engaging with our people through employee forums and network groups. By working together, we'll continue to build an organisation where everyone can thrive.

**Matt Sinnott**  
Head of Performance and Reward,  
Allianz UK



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# Overview

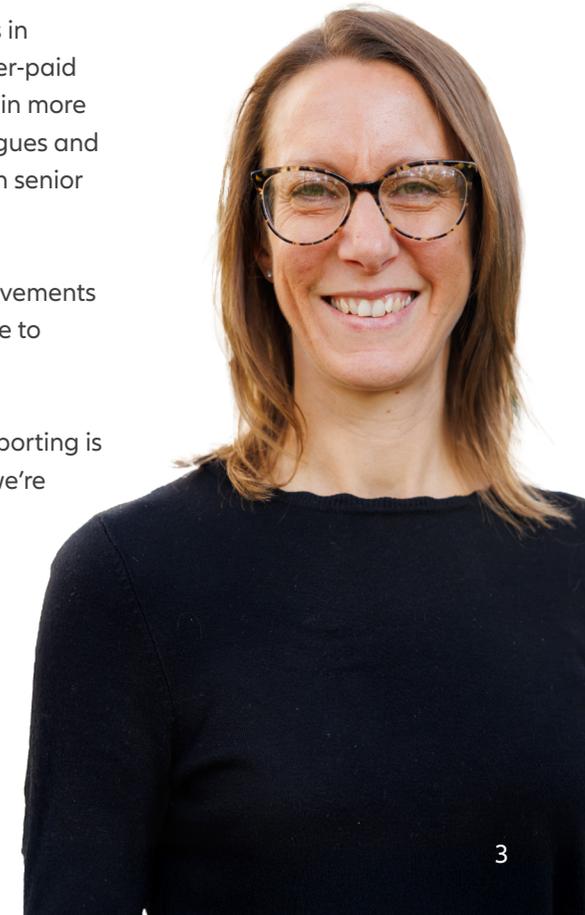
**Our Gender Pay Gap data shows the difference in average pay between female colleagues and male colleagues and considers all roles at all levels within Allianz UK. This is different to the concept of equal pay i.e. the comparison in pay received by female and male colleagues performing the same roles at the same grade.**

In our business, we've proportionately more female colleagues in junior roles and proportionately more male colleagues in higher-paid leadership roles. So, with lower numbers of female colleagues in more senior roles, this brings down the average pay for these colleagues and creates an overall pay gap. Improving female representation in senior roles is therefore key to closing our Gender Pay Gap.

We're pleased to have achieved significant year on year improvements since 2023 and committed to continuing our progress. We strive to create a culture where everyone reaches their true potential.

We acknowledge the mandatory nature of gender pay gap reporting is limited to binary gender categories, and it's important to say we're committed to supporting all our colleagues, including those who identify as trans, non-binary, and gender fluid. We're proactively taking internal measures to understand any barriers and better support colleagues within this community.

**Dawn Dallas**  
Director of People Experience, Allianz UK



We're striving to achieve greater balance in both female and male representation across the organisation. To support this, we'll continue with our plans to progress with a range of short to medium term activities to drive change and longer-term initiatives to deliver sustainable and systemic outcomes including:



**Women in Finance Charter and Allianz Group commitments** – we are proud to have 43.9% female representation in senior roles and are committed to continuing our sustainable investment in long term initiatives to strengthen our diverse talent pipelines throughout the business.



**Representation** – continuing to address the structure of our workforce across a range of demographics and increasing the percentage of females in senior roles.



**Maintaining our commitment to the Association of British Insurers (ABI)** - Making Flexible Work Campaign and Charter and exploring how we can strengthen the charter commitments into our ways of working.



**Enhancing tracking,** analysis and insights to provide greater rigour in governance around pay at a local and company-wide level to support the ongoing alignment of pay for our people.



**Development programmes, learning pathways and opportunities for employees** including focusing on colleagues with different educational backgrounds to support our early careers and talent pipeline.



**Inclusive practices for identifying and placing candidates** onto talent development programmes and succession planning to provide more rigour to achieve healthy gender balance centred around potential.



**Strength based recruitment practices** to focus on exploring the potential of candidates rather than solely considering experience and achievements.



**Partnering with our employee networks** to understand what matters to them and co-developing initiatives enabling Allianz to be a great place to work.



# Why report on gender pay?

Gender Pay Reporting legislation came into force in April 2017. It requires employers with 250 or more employees to report annually on the six key measures on the right.

The purpose of this legislation is to encourage larger employers to put solutions in place to reduce the gap in how their male and female employees are paid on average, while acknowledging the strategic importance of gender balance and equality for ongoing organisational success.

Although gender pay reporting is a legal requirement, at Allianz, we firmly believe it's also the right thing to do. That's why we're producing this report to illustrate our overall Allianz UK gender pay gap and conducting more frequent internal monitoring of our pay gap. We're committed to ensuring that Allianz UK is an environment where everyone can succeed. We'll continue to remove barriers, so we can move toward gender balance throughout our whole organisation.

## UK Government measures

- 1. Mean gender pay gap** - difference between average hourly earnings of men and women.
- 2. Median gender pay gap** - difference between the midpoints in the ranges of hourly earnings of men and women, lines up all salaries in that sample in order from lowest to highest and picks the middle point.
- 3. Quartile pay bands** - the proportions of males and females in the lower, lower middle, upper middle and upper pay ranges.
- 4. Mean bonus gap** - as above but looking at average bonuses paid rather than salary.
- 5. Median bonus gap** - as above but for bonuses rather than salary.
- 6. Bonus proportions** - percentage of men and women receiving a bonus (performance award) payment.



# Allianz UK Gender Pay Gap

## Allianz UK Gender Pay Gap by pay quartile

		2022	2023	2024	2025	2024-2025 change
<b>Hourly Pay Gap</b>	Mean	21.5%	20.9%	18.6%	16.6%	-2%
	Median	24.9%	25.7%	25.4%	25.2%	-0.2%
	% (number) of men : women in upper hourly pay quartile	65% : 35%	63% : 37%	62% : 38%	59% : 41%	-3% : +3%
	Upper Middle quartile	60% : 40%	58% : 42%	58% : 42%	62% : 38%	+4% : -4%
	Lower Middle quartile	43% : 57%	40% : 60%	41% : 59%	41% : 59%	0% : 0%
	Lower quartile	39% : 61%	39% : 61%	40% : 60%	38% : 62%	-2% : +2%
<b>12 Month Bonus Gap</b>	Mean	38.1%	42.2%	35.4%	29.8%	-5.6%
	Median	25.6%	28.2%	28.3%	29.3%	+1.0%
	% of employees receiving bonus (% men : women)	93.3% : 92.9%	91.8% : 91.6%	92.7% : 93.9%	89.1% : 93.1%	-3.6% : -0.8%

## Gender split of employees by quartile as at 5 April 2025

	Male	Female
<b>Lower quartile</b>	691	1113
<b>Lower middle quartile</b>	742	1062
<b>Upper middle quartile</b>	1127	677
<b>Upper quartile</b>	1071	734

7,404 (7,699 in 2024) relevant employees in scope, with 7,217 (7,426 in 2024) being full-pay relevant employees. 3668 Male employees, 3736 Female employees.

## What the data is telling us

These figures show a mean hourly gender pay gap of 16.6%, a notable decrease of 2.0% compared to 2024. The gap is largely driven by the differences in the distribution of men and women across the organisation.

Similar to previous years, a higher proportion of women are in the lowest pay quartile compared to men (1,113 women, which is 31% of all female employees, compared to 691 men, which is 19% of all male employees).

At the upper quartile, men are more heavily represented (1,071 men, which is 29% of all male employees, compared to 734 women, which is 20% of all female employees).

Compared to previous years, the distribution pattern has improved at the upper pay quartile i.e. the proportion of females in the upper pay quartile has increased by 3%. This has contributed to a narrowing of the overall mean pay gap.

The percentage of men receiving bonus has reduced by a higher percentage than that for women. This has decreased the mean bonus gap. However, the median bonus gap has increased by 1%, and men continue to receive a higher mean and median bonus pay.

# 2025 highlights

## Great Place to Work

We were recognised by 'Great Place to Work,' a worldwide certification given to organisations who are recognised as an employer of choice by their people for 'Best Workplaces in Financial Services & Insurance,' 'Best Workplaces for Women' and 'Best Workplaces'.

## Women in Insurance Awards

We're proud to have had nine finalists in the 2025 awards programme.

## Women in Tech Employer Awards 2025

The Women in Tech employee group engages with women at Allianz to pursue careers in technology and supports them from early career stages to senior leadership roles through coaching, mentoring and training. They also work in local communities to inspire young women to pursue careers in technology and highlight Allianz as a destination employer for women in this field. They were recognised as finalists across four categories at the awards.

## Celebrating Global Accessibility Awareness Day

Our Women in Technology employee group joined forces with our Parents & Carers network and Ability network, focused on physical and hidden disabilities and long-term health conditions on an inspirational panel event discussing inclusion around technology.

## Employee networks

Our ExCo members have aligned themselves with at least one characteristic on our Inclusion agenda and to champion these across the organisation. This goes beyond sponsorship and ensures that topics such as gender inclusion and equality are top of mind and considered and advocated for at this level. Our Gender Inclusion Network continued to champion the needs of all genders including male, female, gender fluid and non-binary

identities. The network is open to everyone. By providing our people with a safe space to drive and influence change, it aims to help create a gender inclusive workplace.

## Strengthening transparency

All role profiles across the organisation have been evaluated, updated and grouped to create a cluster-based directory. This has enabled greater transparency about different role types and enable us to publish pay ranges in adverts for new positions.

## Menopause support

As well as the regular drop-in sessions, the M Word held a series of sessions featuring external speakers and employee panels to

break stigmas and normalise discussions for all employees about the menopause and accessing support in the workplace. By providing our female employees access to the Adora app, they can now access private virtual gynaecological appointments and expert comprehensive care throughout their peri-menopause and menopause journey.

## EDGE

Retained EDGE (Economic Dividends for Gender Equality) Move certification, that assesses and recognises companies for gender standards for workplace diversity, fairness, and inclusion, centred on a gender and intersectional equity approach.



# Pay equality at Allianz

To support equality, we must have fair pay, and we run regular equal pay analysis. Equal pay and gender pay gap both deal with the levels of pay females get at work and are both very important, but they are two different measures. We're committed to transparent, fair and equal pay for males and females at Allianz.

Read more about diversity and inclusion at Allianz on our website [allianz.co.uk/careers](https://allianz.co.uk/careers).



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