



ALLIANZ IRELAND

# Gender Pay Gap

## EQUAL PAY AT ALLIANZ

Allianz is committed to gender equality, meaning equal opportunities for all genders. Within a two-step process, Allianz companies firstly analysed if there were any gaps and in the second step, together with Allianz Group each company moved to close identified gaps. As we strive to and further invest in our ambition to be a fully inclusive and diverse employer, we have all measures in place that the Equal Pay Gap stays closed.

## EQUAL PAY AT ALLIANZ IRELAND

Here in Allianz Ireland we closed the Equal Pay Gap (0%) in 2021 and together with employee representatives have all measures in place that it stays closed in future. This means there is no pay gap between women and men performing the same or similar work. It goes in line with our open and transparent reward system which is based on merit though a performance-pay matrix and collectively agreed pay bands. Allianz Ireland received EDGE certification (Economic Dividends for Gender Equality) in 2021, and again in December 2023. Allianz Ireland will be applying for recertification in 2025. This international certification helps us to measure, monitor and understand our progress in gender equality. This was an amazing milestone in our journey and we once more recognized our commitment to gender equality. The certification process involved a variety of activities, including an employee survey which gathered

feedback from our employees. Allianz Ireland currently have a Gender split of 52:48 Female to Male ratio and will continue to implement Equal Pay measures, to ensure colleagues receive full and equal treatment in pay considerations.

## GENDER PAY LEGISLATIVE REQUIREMENT

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly Gender Pay Gap across a range of metrics including the Employers statement published on their website explaining its Gender Pay Gap and the measures it is taking to address it.

## THE DIFFERENCE BETWEEN EQUAL PAY AND THE GENDER PAY GAP

Equal Pay means there is no differentiation in employee remuneration due to gender. The application of equal pay principles ensures women and men doing the same or comparable work are paid equally. Under Irish government rules, the Gender Pay Gap measures the average and median of pay for men and for women across the organisation. It does not take account of the different roles that may be occupied by men and women. An organisation applying Equal Pay principles can still have a Gender Pay Gap.

This is because Equal Pay requires equitable treatment within roles and positions, while the Gender Pay Gap does not take account of different roles and positions.



All employees							
Hourly Remuneration Gender Pay Gap		Bonus Pay Gap		Bonus pay Proportion		BIK Pay Proportion	
Mean	Median	Mean	Median	Male	Female	Male	Female
19.71%	15.90%	42.42%	14.54%	84.57%	85.91%	97.03%	96.41%

Part-time Employees		Temporary Contracts	
Hourly Remuneration Gender Pay Gap		Hourly Remuneration Gender Pay Gap	
Mean	Median	Mean	Median
0.00%	0.00%	9.30%	12.85%

Quartile Breakdown	Male Proportion	Female Proportion	Hourly Remuneration Gender Pay Gap Mean	Hourly Remuneration Gender Pay Gap Median	Bonus Pay Gap Mean	Bonus Pay Gap Median
Upper Quartile	61.49%	38.51%	14.12%	2.22%	31.54%	8.75%
Upper-Middle Quartile	45.14%	54.86%	-1.01%	-1.20%	2.88%	0.69%
Lower-Middle Quartile	41.14%	58.86%	2.66%	4.33%	1.43%	2.42%
Lower Quartile	45.14%	54.86%	-3.14%	-6.09%	-6.57%	-4.57%

\*Where a negative figure is displayed, this indicates where females are paid higher than males.

## DEFINITIONS

<b>Hourly Remuneration Gender Pay Gap</b>	Mean	The difference between the mean hourly rate for all men and that for all women
	Median	The difference between the median hourly rate for all men and that for all women
<b>Bonus Pay Gap</b>	Mean	The difference between the mean bonus for all men and that for all women
	Median	The difference between the median bonus for all men and that for all women
<b>Bonus pay Proportion</b>	Male	The % of men paid bonus
	Female	The % of women paid bonus
<b>BIK Pay Proportion</b>	Male	The % of men in receipt of BIK non-cash benefits of monetary value including voluntary health insurance.
	Female	The % of women in receipt of BIK in receipt of BIK non-cash benefits of monetary value including voluntary health
<b>Quartiles</b>		Proportions of male and female employees in each quartile – Lower (lowest paid), Lower Middle, Upper Middle, Upper (Highest Paid)

# Our Actions

## EQUAL PAY AT ALLIANZ AND EDGE CERTIFIED

Allianz will continue to ensure we are an Equal Pay employer and strive for equal pay for equal work regardless of gender, sexuality, ethnic background, family status or any other demographic factors and to foster a culture of inclusion and meritocracy. Our Board of Directors and Board of Management have set ambitious gender targets to ensure diversity is represented at all levels of our company.

EDGE certification (Economic Dividends for Gender Equality) is achieved when an organisation can show:

1. Gender Representation
  - i. Proportionate Retention – Allianz have a 52:48 female to male ratio
2. Pay Equity
3. Effective Framework – policies and practices
  - i. Equal Pay for Equal Work
  - ii. Leadership development, training and monitoring
  - iii. Flexible working arrangements
  - iv. Organizational Culture

4. Inclusive Culture – Employee Survey
  - i. Equal Opportunities, e.g. promotion
  - ii. Paid fairly to others in similar roles
  - iii. Recommend working here to women and men.

## EQUAL OPPORTUNITIES

At Allianz Ireland we pride ourselves on being an equal opportunity employer. Across all stages of the employee lifecycle we ensure opportunities and benefits are available and applicable to all employees including:

- Recruitment & Promotion: All open job roles are advertised to all internal staff. Where possible all recruitment panels have both male and female interviewers. We use language inclusive software to ensure that our job descriptions are free from biased language and emphasize our commitment to diversity and inclusion.
- Learning & Development - Access to professional online learning solutions including free access to LinkedIn Learning and Degreed.
- Flexible and Remote Working for all employees.
- Excellent family leave benefits.
- Gender balance is a key metric of our Talent & Succession Management process ensuring we have gender balance in pipelines for all our strategic and senior roles.
- Diversity, Equity & Inclusion – We are delighted to collaborate with As I Am to learn from and benefit from the value of their brand to our organisational work processes in the recruitment and employment space, contributing to the inclusive culture within our workplace and acknowledgement of our commitment to diversity, equity and inclusion.
- We are Leading in diversity at Group and National level, some of our accreditations include: Great Place to Work certified and National Diversity & Inclusion Awards Finalists in two categories; Advancing Gender Equality and Advancing Disability Equality 2023 & 2024.
- In 2024 we partnered with The Shona Project's Mentorship Programme, pairing school girls with women in the workplace aiming to close the 'Dream Gap' and setting up the next generation of young women in the Financial Services Industry.
- Allianz Ireland has contributed to Allianz Group being listed in the Bloomberg Gender Equality Index for the 8th consecutive year.



# 2024 HIGHLIGHTS

## 2024 EQUALITY HIGHLIGHTS

- Allianz Ireland achieved the Investors in Diversity Silver accreditation from the Irish Centre of Diversity, Ireland's first and only all-encompassing EDI accreditation mark.
- Winner of WAM Leader Award 2024.
- Irish Centre of Diversity & Inclusion 2023 & 2024 Awards, and shortlisted for 2025.
- Recognised as GPTW Best Workplaces for Women in 2024.
- Allianz Ireland has partnered with The Menopause Hub to become a Menopause Inclusive Employer through Education, Empathy and Empowerment. We have been recognised as a Menopause Workplace of Excellence 2024.
- Proud sponsor of the Olympic and Paralympic Games.
- Allianz Ireland sponsored the Executive Institutes Annual Pride Lunch with guest speaker, Welsh rugby star Gareth Thomas.
- Enhanced family friendly & gender parity policies.
- Allianz Ireland continues with our: Who We Are Series – which promotes and highlights our Women In Leadership Profiles for International Women's Day.
- Allianz is the key sponsor for the Executive Forum's D&I Series including, Women in Leadership Events.
- Providing gender specific health screening options and health series.
- Introduction of free sustainable menstrual products through our partnership with Riley.
- As part of our Partnership with Women's Aid, 2024 saw us contribute and play a key support role in their 50th anniversary activities and conference.

## PARTICIPATING MEMBERSHIPS, PARTNERSHIPS AND ASSOCIATIONS

We partner with organisations that share our values, celebrate diversity and want to make a positive impact on Irish society. We want to use our role as a responsible, inclusive employer and corporate citizen to help build a more cohesive society. To this end, we take pride in the longstanding partnerships we have with organisations that make a difference in today's society. These include:

- Founding Signatory of Women in Finance Charter
- Signatory for Business in the Community Elevate Inclusive Workplace Pledge
- Ahead
- AsIAm
- Riley
- Cuman na mBunscol
- Womens Aid
- 30% Club
- The Menopause Hub
- Headspace
- The Shona Project

