

THE FIDELIS PARTNERSHIP

# Gender Pay Gap Report 2025

United Kingdom



# Opening remarks

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Our 2025 UK gender pay gap report is the first step in sharing where we stand and how we intend to create meaningful change. We know that real progress comes from sustained effort and focus, and we are committed to building a workplace where every individual can flourish, contribute fully, and achieve their potential. This report lays the foundation for driving lasting impact within The Fidelis Partnership and across the industry”

**Charles Mathias,**  
Deputy Chairman & Group Executive Director



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People are at the heart of everything we do at The Fidelis Partnership, and that means creating an environment where everyone — regardless of gender — has the opportunity to grow, be recognised, and reach their potential. Our 2025 UK gender pay gap report is a reflection of that commitment in practice; continuing to support our people so they can thrive and contribute fully to our shared success.”

**Deborah Leen,**  
Group Head of People

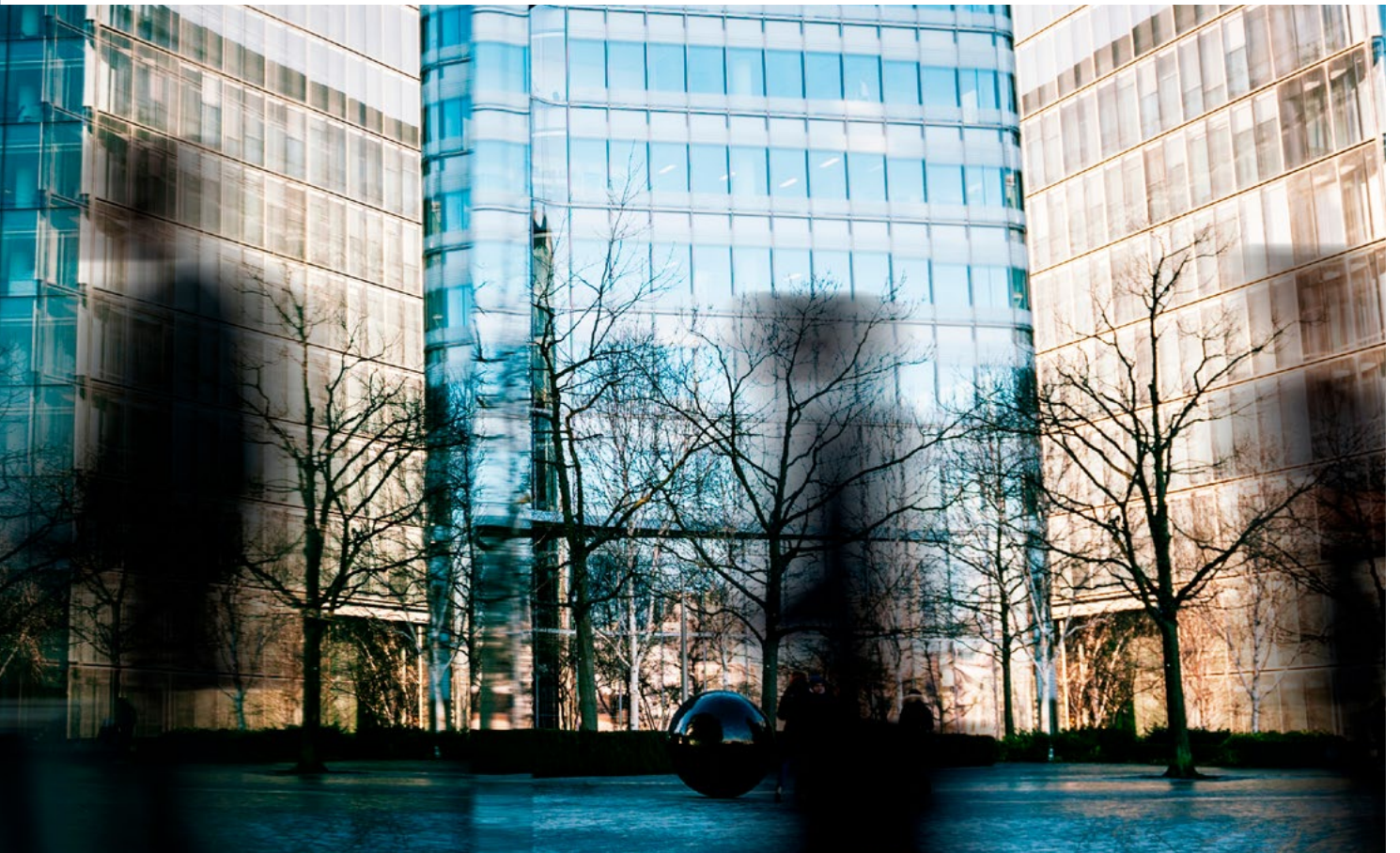


# Introduction

This report details the gender pay gap data taken on the snapshot date of 5 April 2025, and outlines our gender pay gap figures, the context behind them, and the actions we (Fidelis Marketing Limited) are taking to address the gap.

Diversity, Equity and Inclusion (DE&I) is at the core of our company ethos, and The Fidelis Partnership is committed to ensuring a diverse workforce irrespective of gender or any other characteristic.

Our commitment is to reduce the gender pay gap over time whilst positively influencing the industry as a whole.



# Our numbers

## Headcount

	Male	Female
Headcount	173	117
Percentage	60%	40%

## Pay Gap

	Mean	Median
Hourly Remuneration Gap <sup>1</sup>	32%	31%
Bonus Remuneration Gap <sup>2</sup>	77%	36%

## Bonus Received

	Male	Female
Bonus Received <sup>3</sup>	82%	77%

<sup>1</sup> The hourly gender pay gap represents the percentage difference between men's and women's mean or median gross hourly pay (excluding overtime) across the organisation, calculated using full-pay relevant employees on the snapshot date. A full-pay relevant employee is a staff member paid their usual full rate during the specific pay period, excluding those on reduced pay or nil pay due to leave.

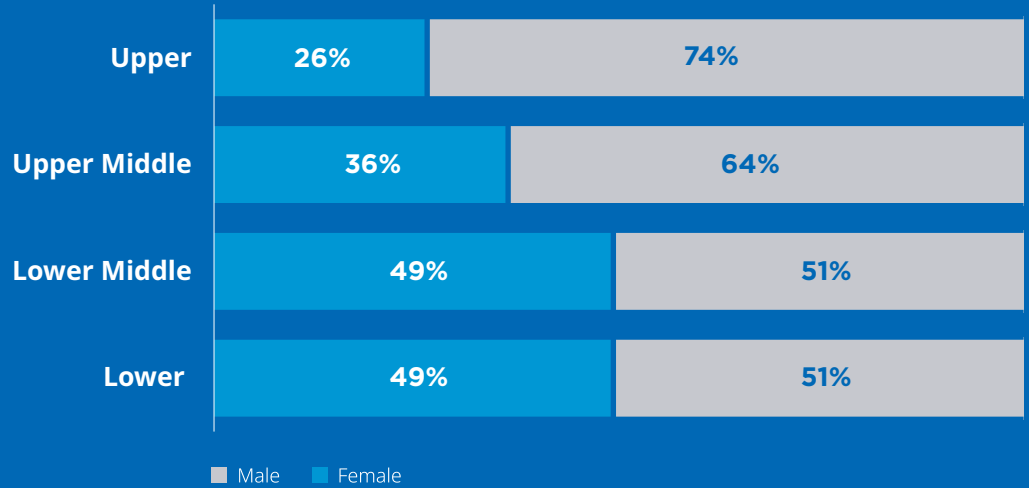
<sup>2</sup> The bonus gender pay gap represents the percentage difference between men's and women's mean or median bonus pay received in the 12 months preceding the snapshot date, expressed as a percentage of men's bonus pay

<sup>3</sup> The percentage of the total male and female workforce who received any form of bonus pay in the 12 months preceding the snapshot date.





## Gender Split by Pay Quartiles<sup>4</sup>



<sup>4</sup> Relevant employees are organised into quartiles based on hourly remuneration of all male and female employees (ranked highest to lowest). The proportion of male and female employees in each quartile is then calculated.

# Initiatives to address the gender pay gap

We strongly believe in meritocracy and that diversity is fundamental to a strong organisational culture. Our commitment is to reduce the gender pay gap over time whilst positively influencing the industry as a whole, with a focused and deliberate approach that is sustainable and impactful within the sector.

While hiring senior women could reduce the pay gap more quickly, this alone does not address the root issue: the lack of diversity across the insurance sector. Bringing talented women into the industry and supporting their development is therefore key to driving lasting change, even if this results in slower progress in published pay gap figures.



## Current Initiatives

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- ✔ Career Returner Programme supporting experienced professionals after a career break of 18 months or more to match them with 6-month FTCs, with eventual transition into permanent role where appropriate.
- ✔ Partnership with The Brokerage and 10,000 Interns Foundation to match under-represented candidates to available roles – opportunities include 10 places for short-term summer internships and 12 longer term placements.
- ✔ Internships and placement years with Queen Mary University of London, Nottingham University, Queens University Belfast and the University of Limerick.
- ✔ Sponsor and Panel Participant of 100 Women in Insurance Summit.
- ✔ Gender balanced shortlists for all roles and recruitment processes that mitigate against unconscious bias.
- ✔ Unconscious Bias training is delivered organisation-wide, with a dedicated manager session focusing on Performance Management bias. All sessions cover the origins of unconscious bias, workplace manifestations, recognising and addressing personal biases, and privilege and advocacy.
- ✔ Introduced a Managers Toolkit containing learning focused on inclusive leadership reinforcing a culture where leaders create an environment in which everyone is treated equally and fairly.
- ✔ Work placements for students across Underwriting, Actuarial and IT to increase the participation of females in the sector. One of two of our scholarship recipients is female.
- ✔ Partnership with The Intern Group to support our International Workforce Initiative by providing early career talent from the US, Australia, Canada, Italy, France and Latin America with 5 placements that are available year-round.
- ✔ Sponsorship and membership of Insurance Supper Club and events.
- ✔ Events and activities organised by London-based DE&I Committee to celebrate diversity and cultural events across the business.
- ✔ Currently exploring a potential Workplace Nursery Benefit to support working parents with children aged 0-5, allowing eligible employees to pay nursery fees via salary sacrifice resulting in significant tax and national insurance savings, with Company contributions to partner nurseries funding activities and equipment.
- ✔ Three female employees serve on the TFP Executive Committee, demonstrating our commitment to gender representation at senior leadership level.

**THE FIDELIS PARTNERSHIP**