

# Gender Pay Gap Report

Snapshot - 5 April 2025

 **Keoghs**  
a Davies business

 **Davies**

# Our 2025 Gender Pay Gap Report

Davies All UK: Snapshot - 5 April 2025

A gender pay gap is a measure of the difference in the average pay of men and women across the entire organisation, regardless of the work they do. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value. For the purposes of the reporting requirements, we refer to men and women. We recognise that gender is not a binary concept, and we support transgender, non-binary and intersex colleagues alongside those who identify as male or female. You will find more information about our gender reporting in our Responsible Business Report.

## The data we are reporting includes:

- ✓ The difference in the mean (average) and median (middle) pay of men and women,
- ✓ The difference in mean and median bonus pay of men and women,
- ✓ The proportion of men and women who were paid a bonus in the previous year, and
- ✓ The numbers of men and women employed in quartile pay bands.

### Gender Pay Gap

(Davies Business, Combined)

Median - 26.3%

Mean - 24.8%

External Benchmark: Activities auxiliary to financial services and insurance

Median - 31.4%

Mean - 34.49%

## What is the difference between the median and the mean figures?

### Median pay gap

If all our colleagues were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the man in the middle of their line regardless of the work they do.



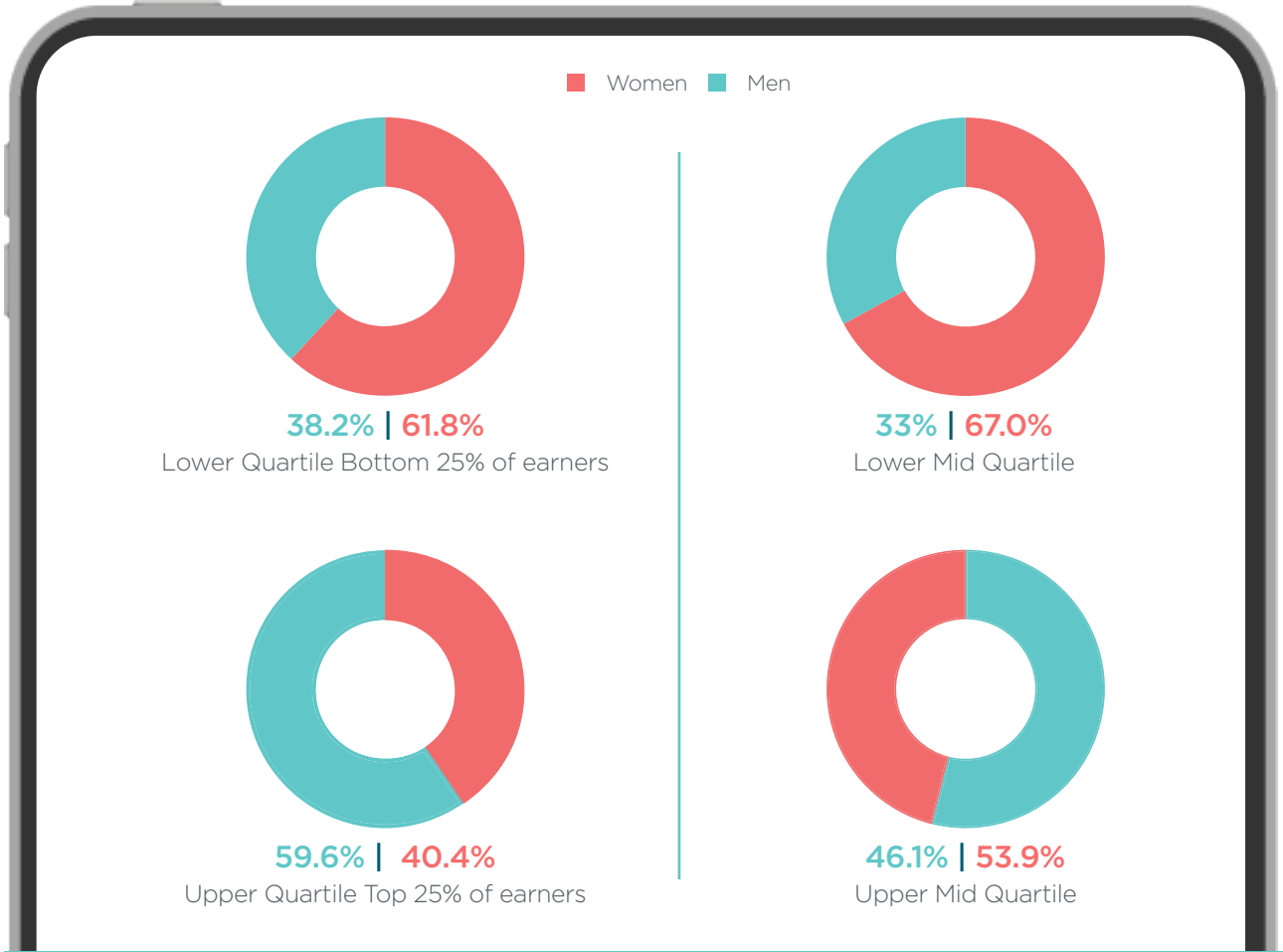
### Mean pay gap

The other measure is the mean gender pay gap, which shows the difference in average hourly rate of pay between men and women. This is also affected by the different numbers of men and women in different roles.



## Quartile Pay Bands

(percentage of women/men in each hourly pay quarter)



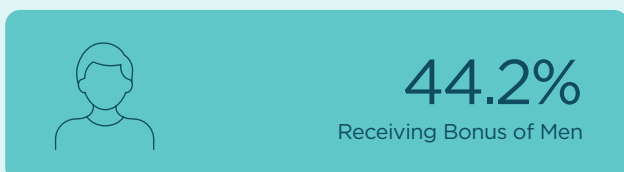
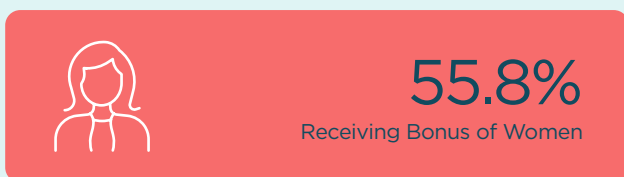
## Bonus Pay Gap

Bonus pay includes any additional pay relating to profit sharing, productivity or performance, when in the form of money or vouchers

In our case, most of bonus pay is in the form of commission, the Davies Incentive Plan and annual bonus payments.

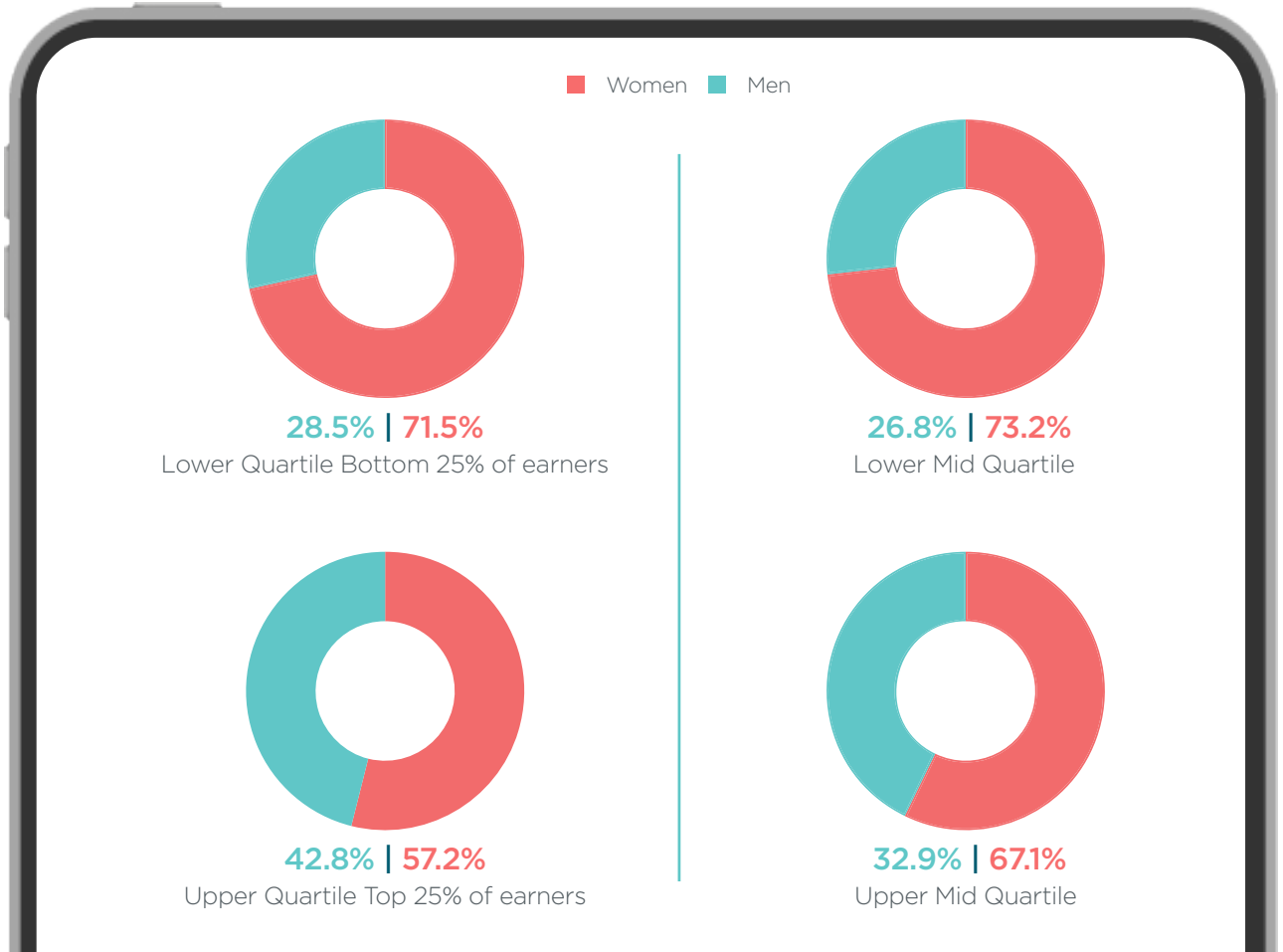
The methodology stated in the gender pay gap regulations requires us to report on the difference in the actual amount of bonus received by our colleagues.

## Bonus Pay Gap

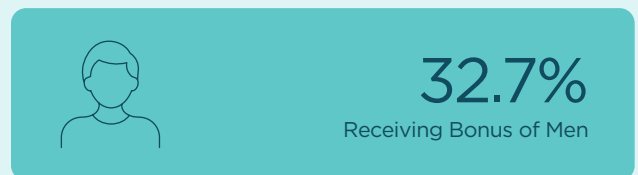
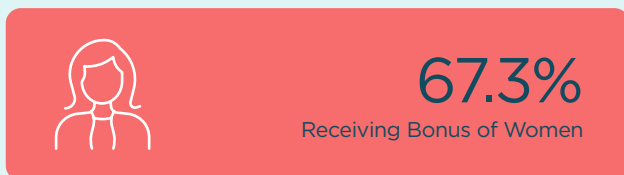


Bonus Pay Gap	
Median	48.9%
Mean	54.0%

## Keoghs - Quartile Pay Bands



### Receiving Bonus



	Pay Gap		Bonus Pay Gap	
	Davies UK 2025	Keoghs 2025	Davies UK 2025	Keoghs 2025
Median	24.8%	15.9%	48.9%	4.7%
Mean	26.3%	11.5%	54%	2.4%

# Employee Resource Groups (ERGs)

We value the differences and benefits that a diverse workforce brings, we are committed to creating and maintaining an environment that embraces diversity and inclusion and where everyone is treated equitably. Supporting those guiding principles requires the contribution of everyone and we have launched specific groups which each have senior business sponsors and members and allies from across the group.

## Our ERGs:

### Eco Davies

This group creates a platform for our employees to engage and promote sustainable practices. It is our promise to the planet, that we will foster a workplace culture grounded in environmental responsibility, resilience, and sustainability.



### Supporting Our Health & Wellbeing

This group looks to provide a safe and supportive environment for anyone seeking support and guidance with issues, whether mental, physical, or invisible that they be experiencing or helping someone through.



### My Culture & Heritage

This group is here to provide a platform and channel for Davies to celebrate the wide variety of backgrounds, cultures, and beliefs of all our people, through education and communication.



### Together with Pride

Acts as a network for members of the LGBTQ+ community & allies.



### Women's Network

This group aims to support women at Davies to build their networks, share advice and develop leadership skills.



### Working Families & Caregivers

The group looks to provide a safe and supportive environment for anyone seeking support and guidance with caring for dependents, children, elderly relatives, neighbours, friends etc. or supporting others who care for others.



### Armed Forces Veteran's

The group honours the unique skills, experiences, & perspectives that veterans bring to Davies by fostering connection, promoting career development and awareness.



## Menopause Plan

This year's report also reflects our commitment to supporting women through key life stages, including menopause. As part of our broader wellbeing and inclusion offer which sits alongside our ERGs, wellbeing support networks and inclusive policies, we continue to strengthen our menopause policy, including

- ✓ Workplace adjustments where appropriate to support colleagues experiencing symptoms
- ✓ Access to guidance and Support
- ✓ Awareness resources for all colleagues, enabling open, stigma free dialogue

This support plays a crucial role in retaining experienced women who may otherwise face barriers to progression or retention during this stage of life ultimately helping to reduce gender based disparities over time.

# Our Results And Commitment

## Our results overall

This year we have collated our data in two ways - all Davies employees in UK and then separated the reportable legal entities Davies UK and Keoghs, a Davies business. As different jobs pay differently, and the number of men and women performing these jobs varies, a gender pay and bonus gap exists. Over recent years, a significant part of Davies growth has been via acquisition. These acquisitions reshape our organisation each time and our reportable numbers - since the last report we have grown by over 200 employees and this continues to grow with every acquisition.

When we compare our results with those of our industry, the figures suggest our gap is smaller than our sector averages. According to data published by the Office of National Statistics in 2024, the category "insurance auxiliary to financial services and insurance activities" reported the gender pay gap as 34.49% mean 31.4% median. Our key reportable pay numbers compare as follows:



Our data also shows that 44.2% of men and 55.8% of women within the business are earning bonuses. Davies has an all-employee incentive plan which colleagues can sign up to after two years' service and are given the opportunity to receive a payment whenever there is a reportable period.

## Our commitment

Over the last few years, we have invested heavily diversity, equity and inclusion and reward. Davies values diversity of thought and the benefits that a diverse workforce brings to the business.

As a result of this focus, we have created DEI guiding principles and strategy which is sponsored by our Group CEO. These include a commitment to:

- ✔ Recruitment and selection training for all hiring managers which includes a focus on unconscious bias.
- ✔ External candidate shortlists to include at least two genders for senior leadership team roles.
- ✔ Inclusive recruitment programmes.
- ✔ Development of inclusive employment policies and wrap around support.
- ✔ Quarterly reporting to ESG committee and monthly reporting to HR leads to provide insight and reinforce action planning.
- ✔ Building career and pay frameworks to promote clear progression pathways for all employees.
- ✔ We are also creating or improving our reward processes and principles that will continue to promote a fair and equitable reward offering.

We continuously work on our approach and culture to ensure the support of a diverse workforce. We are confident that progressing our commitments and having a continued focus in this area will ensure that we continue to make positive changes that are sustainable for our business and the communities we operate in.

Emma Wedderburn, Group Chief People Officer

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