Beazley Logo

Report

Beazley Gender Pay Gap Report 2022

April 06, 2023

Beazley commits to recruit, retain and develop people with diverse backgrounds and experiences to thrive at all levels of our business in a truly inclusive environment, operating zero tolerance to discrimination or harassment. We want our workforce to reflect the diversity of our customers and communities where we work around the world however we know that simply aspiring to have a diverse workforce is not enough.

We have previously focused on reaching gender parity in our senior leadership team, however starting in 2023, this focus has evolved to include measurable targets to improve the representation of People of Colour in our leadership teams too. We know that equitable representation will ultimately enable us to close both our gender and ethnicity pay gaps.

To enable us to accurately monitor progress, executive members are regularly provided data showing the diversity of their workforce, highlighting joiners and leavers and analysing promotion or internal movement trends. Each executive member has a specific objective linked to their remuneration in regards to diversity and inclusion. Managers are given support, data and training to ensure diversity is considered at every stage of the employee life cycle.

Whilst we are required to report our gender pay gap under UK legislation, transparency is important to us at Beazley, and we want to highlight both our global gender and our global race pay gaps moving forward.

View full gender & race pay report 2022

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