

GENDER PAY GAP REPORT

2025

CLAIMS
CONSORTIUM
Awards 2017



Gender Pay Gap Report for the snapshot date of 05 April 2025

Executive Summary

Claims Consortium Group is a company built on a strong foundation of values and at the heart of our business are our company values “What Really Matters”. We use these values to put Claims Consortium Group at the forefront of society. Claims Consortium Group is comprised of eight companies. Whilst we are not obliged to report on any of these companies – due to none of our companies having in excess of 250 employees per entity - we have chosen to report the figures for the total Group in order to be 100% transparent.

We have been recognised as a company who have won awards for our Diversity & Inclusion policies. We are also Investors in People Gold Standard. We are invested in growth and development, as part of our ongoing efforts to nurture talent and our endeavour to build strong leaders we are currently exploring leadership courses through apprenticeship programmes. In particular, we are looking at Women in Leadership courses to support diversity and inclusion, empowering more women to step into leadership roles and drive meaningful change. By investing in our future leaders, we are strengthening our business and fostering a culture where everyone has an opportunity to thrive.

We are committed to ensure that we remove any perceived social barrier for every individual who works for us by ensuring our recruitment methods are transparent and diverse and internal opportunities are afforded to all through flexible working and ensuring all internal opportunities are offered to everyone.



- Our mean gender pay gap is 23%
- Our median gender pay gap is 8.5%
- Our mean gender bonus gap is -66.1%
- Our median gender bonus gap is 73.3%

The proportion of male employees receiving a bonus is 11% and the proportion of female employees receiving a bonus is 18%.

Table 1: Pay quartiles by gender

Band	Males	Females	Included in this band
A	44%	56%	All employee's whose standard hourly rate is within the lower quartile
B	43%	57%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	44%	56%	All employees whose standard hourly rate is within the upper quartile
D	69%	31%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender pay Gap Information) Regulations 2017.

Table 1 shows our workforce divided into four equal sized groups based on hourly pay rate. Band A includes the lowest paid 25% of employees (the lower quartile) and band D covers the highest paid 25% (the upper quartile). If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 56% of the employees in band A are women and 44% are men. The percentage of male employees increases throughout the remaining bands, from 43% in band B to 69% in band D.

Our mean and median gender bonus gaps are -66.1% and 73.3%.

11% of men at our organisation received a bonus in the 12 months up to 5 April 2025, for women this was 18%. This was because more women are in roles which were eligible for a performance bonus.

Why do we have a gender pay gap?

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy /maternity, sexual orientation, gender reassignment or disability.

We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

We:

- Carry out regular pay and benefits audits.
- Provide regular equal pay training for all managers and staff members who are involved in pay reviews; and
- Evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and those roles have different salaries.

Across the UK economy men are more likely than women to be in senior roles (especially very senior roles at the top of the organisation. Men are more likely to be in technical and IT -related roles, which are paid more highly than other roles at similar levels of seniority. Women are more likely than men to have had career breaks due to bringing up children for example. After having children, they are also more than likely to return to work part-time. And many part-time jobs are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most senior managers are men.

How does our gender pay gap compare?

Table 2: Comparison with previous year

	Mean Gender Pay Gap	Median Gender Pay Gap
Our organisation 2025	23%	8.5%
Our Organisation 2024	22%	15.9%

As you can see from table 2, we have already lowered the median gender pay gap due to a number of factors.

Actions

We are committed to promoting a diverse and inclusive workplace which brings out the best in our people, where we strive to make their work a place where they can be their authentic self. The gender balance forms an important part of this commitment. We are taking focused actions in the following areas:

Attract and Develop Female Talent

In 2024-2025 we received 415 applications for jobs roles at every level of the company. Of these 55 were female applicants, 37 males, 323 didn't answer. The most senior role we recruited for was Financial Controller; a female was appointed this position. We also recruited for Head of Synergy Sales; a male was appointed this position.

We are working with local networking groups and support functions to identify key areas in which we can improve the service we give to all employees. We have already implemented enhanced flexible working schemes to allow employees to fit work around their lives with greater ease, including implementing a Hybrid Policy to create further flexibility to our staff to create a more diverse workforce and afford more females full-time hours through the flexibility of hybrid. Out of a total of 256 employees, 41 have flexible working in place at their request in 2024-2025. Traditionally the 'fix' was to become part-time but there are better and more creative options now to allow this to provide more opportunities for female employees to increase their working hours, should they so wish.

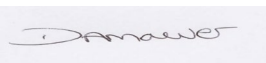
Ensuring a Work Life Balance

We appreciate that offering a work life balance to all of our employees is important to their happiness and helps recruit the right people to our company. To ensure that our employees have every opportunity to balance their working life we offer a range of family friendly benefits. Our hugely popular salary sacrifice holiday purchase scheme has seen 50% of participants being female.

We also offer our employees the opportunity to change their working hours to fit the needs of their home life by requesting a flexible working pattern or the option of hybrid working (where possible). We have also recently introduced contractual maternity pay for employees based on length of service.

I can confirm that the information and data provided is accurate and in line with mandatory requirement.

Signed



Date 01/04/2026

Deborah Mawer- Director of People & Culture



Debbie Mawer
DIRECTOR OF PEOPLE & CULTURE

"We have worked hard to address the barriers surrounding equal pay.

Increasing diversity of all kinds at Board and Senior Management level is needed. Not only from a gender pay gap point of view but to ensure long term business stability and growth.

We must be careful this does not become a form of positive discrimination – but we must also be open minded to the barriers that have precluded this in the past and work creativity and hard to overcome these.