

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 keep being a 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 have 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 through a performance-pay matrix and collectively agreed pay bands. Allianz Ireland received EDGE certification (Economic Dividends for Gender Equality) in 2021 and are awaiting EDGE recertification at the end of 2023.

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 53:47 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
19.72%	16.20%	32.08%	27.84%	88.14%	85.98%	78.42%	69.60%

Part-time Employees			Temporary Contracts		
Hourly Remuneration Gender Pay Gap			Hourly Remuneration Gender Pay Gap		
-8.0%	-7.53%		7.04%		1.72%

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	62.58%	37.42%	6.38%	0.00%	0.58%	-11.34%
Upper-Middle Quartile	42.31%	57.69%	-0.11%	36.49%	9.84%	0.85%
Lower-Middle Quartile	45.51%	54.49%	7.03%	1.83%	7.03%	0.96%
Lower Quartile	39.10%	60.90%	-1.61%	-2.85%	6.00%	0.83%

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

Definitions

Hourly Remuneration Gender Pay Gap	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
Bonus Pay Gap	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
Bonus pay Proportion	Male	The % of men paid bonus
	Female	The % of women paid bonus
BIK Pay Proportion	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
Quartiles		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.

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

1. Gender Representation
 - i. Proportionate Retention – Allianz have a 53:47 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 in being an equal opportunity employer.

Across all stages of the employee lifecycle we ensure opportunities and benefits are available 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
- 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
- Diversity & 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, inclusion and belonging



- We are Leading in diversity at Group and National level, some of our accreditations include: Great Place to Work certified, National Diversity & Inclusion Awards Finalists in two categories, Advancing Gender Equality and Advancing Disability Equality 2023 & 2024

2023 Equality Highlights

- Allianz Ireland achieved the Investors in Diversity – Bronze Award and seeking Silver Award by year end 2023
- Allianz Ireland has partnered with The Menopause Hub to become a Menopause Friendly Employer through Education, Empathy and Empowerment.
- Allianz Ireland sponsored the Executive Institutes Annual Pride Lunch with guest speaker double Olympic Winner Dame Kelly Holmes
- Enhanced family friendly & gender parity policies
- Allianz Ireland sponsored the Role Modelling: Who We Are Series – Women IN Leadership Profiles for International Women’s Day

- Allianz is the key sponsor for the Executive Institute Women in Leadership Events
- Our Partnership with Women’s Aid, successfully raised over €4,000 directly from employees as part of social events
- 56% of all internal movers in the last 12 months were female

Participating Memberships/Partnerships/Associations

- Founder Signatory of Women in Finance Charter
- Signatory for Business in the Community Elevate Pledge
- Ahead
- AsIAM
- Womens Aid
- 30% Club
- The Menopause Hub
- Headscape

