

**Brown & Brown (Europe)
2023 Gender Pay Gap
Published March 2024**

In 2024 we publish our second gender pay gap, with a snapshot date of 5th April 2023.

The data shows that during the reporting period, we have closed our gender pay gap (pay mean) by 5%.

Whilst there is still a difference in the mean and median pay of men and women in total across our businesses this, in part, remains due to the types of roles that our female teammates are currently undertaking, as opposed to inequality in pay rates for work rated as equivalent.

We continue to be a dynamic and fast-paced business with a highly acquisitive model, which impacts our gender pay gap; with constant acquisitions regularly changing the shape and structure of our Group.

Nevertheless, we remain focused on thoughtfully closing the gap through initiatives that enable us to attract and retain top talent, and also growing our reputation as an employer of choice within our industry.

We recognise and welcome this as a pivotal point to further consider the insights this data provides, as well as an opportunity to review the focus on our long-term programme of initiatives to move us towards further closing the gap.

Whilst our Group continues to increase in diversity, we know there will be areas that we can focus on further to reduce the gender pay gap and our priority right now is on understanding how we can support all teammates in building a fulfilling career with Brown & Brown (Europe), regardless of their gender, sexual orientation, ethnicity or background.

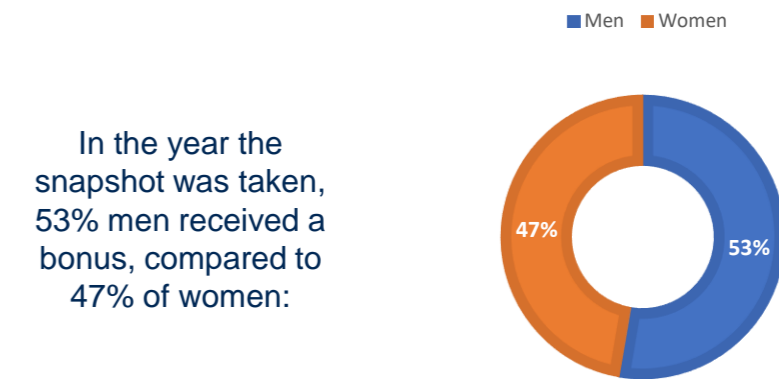
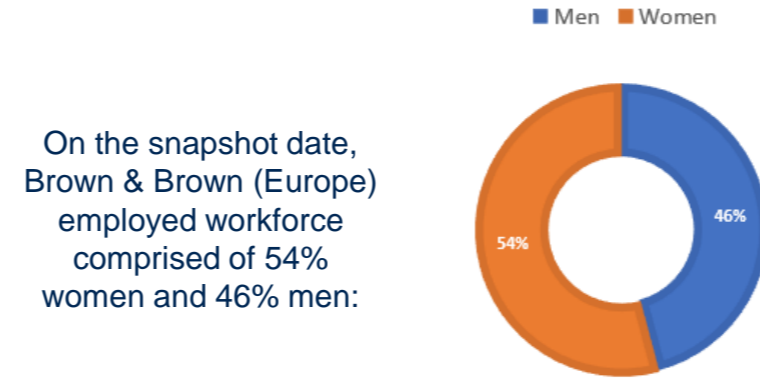
We are committed to further closing the gender pay gap and will take steps to encourage recruitment, promotion and the development of teammates from diverse backgrounds.

I confirm that the information contained in this report is accurate

Mike Bruce
CEO, Brown & Brown (Europe)
March 2024

Gender Pay Gap: Data

This data shows that our overall median and mean gender pay gap for all UK teammates, based on hourly rates of pay, as at the snapshot date of 5th April 2023.



Gender Pay Gap: Pay & Bonus

Difference between men and women.

	Median	Mean	
Gender Pay Gap	28%	33%	Women's mean hourly rate was 33p lower than men's. When comparing the hourly pay median gap, women's median hourly rate was 28p lower than men's
Bonus Gap	67%	72%	Women's mean bonus was 72p lower than men's. When comparing bonus median gap, women's median bonus was 67p lower than men's.

The median gap is the gap between the pay/bonus of the middle earner of each gender. The mean gap is the average of all teammates.

Gender Pay Gap: Teammate Pay Quartiles

