
CAMPION
INSURANCE
PART OF \ pib Group

CAMPION INSURANCE
PART OF pib Group

Annual Gender Pay Gap Reporting 2025

Gender Pay Gap
Reporting Requirements

- Gender Pay Gap legislation requires organisations with over 250 employees in Ireland to report their data.
- The Gender Pay Gap is the difference in the total hourly remuneration between male and female employees.
- Calculations are based on employer payroll data drawn from a specific date each year, called the ‘snapshot date’.
- It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.
- For the purposes of the pay gap, ‘pay’ includes items such as salary, bonuses, commissions, allowances and overtime.
- The Gender Pay Gap is expressed as a percentage of male earnings.
- The report is intended to show a gender representation gap across the business, not that men and women are paid different rates for the same work.
- It is important to note that this report is different to the issue of equal pay – namely the legal requirement to pay men and women the same for equal work – which is governed by the Employment Equality Act.



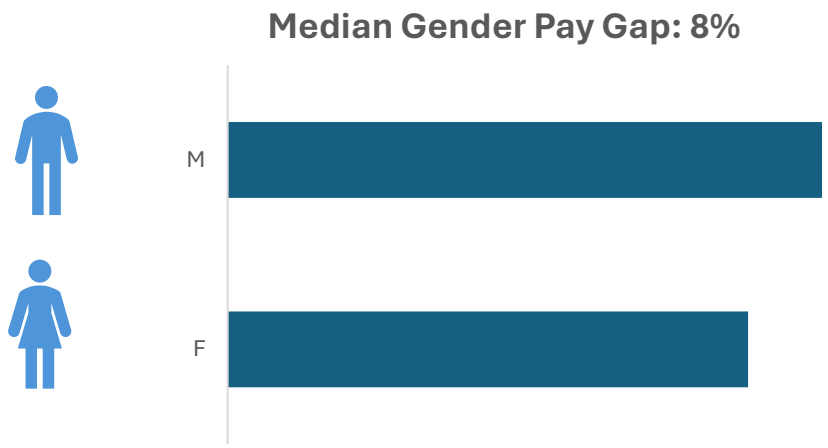
Campion Insurance Gender Pay Gap

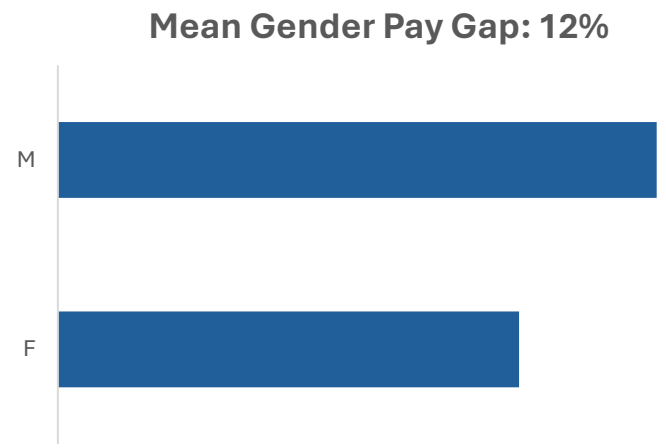
This Gender Pay Gap report is presented through the median and mean hourly remuneration:

- Mean gender pay gap is the difference between the average hourly earnings of men and women.
- Median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries (from lowest to highest) and highlights the middle salary.

The gender pay gap for Campion Insurance on the snapshot date in June 2025:

- Median pay gap of 8% (2024: 12%)
- Mean pay gap of 12% (2024: 21%)





Commentary Action Plan

Trend

- There is a positive trend Year on Year:
    - The median pay gap has decreased to 8%, a favorable movement of 4 ppt
    - The mean pay gap has decreased to 12%, a favorable movement of 9 ppt
- Campion Insurance have continued to embed a broad range of actions in talent attraction, staff retention and work practices throughout 2025 that aimed to address our gender pay gap and promote greater equity, inclusion and gender balance.

Comment

- Overall, the results are largely reflective of a more heavily weighted male representation on the Executive and senior leadership teams as well as in our experienced Financial Services consultants.
- Campion Insurance recognize the need to continue to drive better female representation amongst our management team and improving gender balance at a leadership level.
- As part of the broader PIB Group, Campion Insurance will be part of future group action plans in 2026.




CAMPION
INSURANCE
PART OF \ pib Group