

pib Group

UK Gender Pay Gap Report 2026

Introduction

PIB Group ('PIB') celebrates its eleventh year of trading this year. In 2025 the Group's growth continued with a record-breaking year of acquisitions across Italy, France, Poland, the United Kingdom, Ireland, the Channel Islands and Iberia.

This year's report shows encouraging progress, particularly in the reduction of our hourly pay gap and the continued strength of our female talent pipeline. We are pleased to see positive movement in representation across key areas of the organisation, supporting future progression into senior roles.

We know there is more to do and that building a diverse and inclusive international Group takes consistent focus and effort. The increase in the bonus gap in year reflects the current distribution of senior roles, and we remain focussed on improving representation at these levels to drive more balanced outcomes over time.

Through our PIB Belonging programme and wider people initiatives, we are taking practical steps to continue to foster inclusion, widen access to opportunities, and develop talent across all levels of the business.

Overall, the 2025 data shows clear progress in narrowing the hourly pay gap and maintaining strong female representation across the organisation.

With a solid pipeline of talent and continued focus on progression, we are building sustainable momentum towards greater gender balance at all levels across PIB Group.

We confirm that the data contained in this report is accurate.



Brendan McManus
PIB Group CEO



Joanne Payne,
Chief People Officer

PIB Belonging

Our diversity, equity and inclusion programme 'PIB Belonging' continued to gather momentum.

Colleagues came together to learn, share experiences and support one another, helping to foster a culture of belonging where everyone feels valued and able to thrive and develop their career.

At PIB we recognise that strengthening diversity across our international group requires consistent, long-term focus and we continue to develop our broader diversity and equality policies and resources.

In 2025 this included the introduction of dedicated menopause support, an initiative that is part of PIB's wider wellbeing strategy and is designed to help ensure all colleagues feel safe, listened to and supported at every stage of their working lives.



Colleagues came together to learn and share experiences, with leaders speaking about the importance of diverse and inclusive environments to business performance. As our community of 'Belonging' allies continued to grow, it was an inspirational year of conversations, recognition and celebration.

Kate Tuve

Head of Attraction and Belonging

Actions

Running our third apprenticeship scheme

Our PIB Apprenticeship scheme continues to play an important role in bringing new talent into the industry. Following the success of our initial scheme, where all were offered full-time roles, we continued to build on this approach in 2025. The year's cohort featured 13 apprentices, with the majority being women, reflecting our ongoing commitment to creating accessible career pathways and supporting a balanced pipeline of future talent.

Inclusive Conversations

We launched our 'Confident Communicator' training programme aimed at supporting a consistent level of leadership capability across PIB's managers. Focussed on core communication skills the workshops series, features 'Inclusive Conversations' exploring language, behaviours and everyday actions that foster inclusion.

Teaming up with Ductu

PIB Group teamed up with Ductu to provide work experience to students with special educational needs and disabilities (SEND) across the UK. Young people aged 11-18, including those who are neurodiverse, have special educational needs or disabilities (SEND), receive free school meals or/and attend alternative provision, will be welcomed by PIB with an introduction to the world of work and insurance.

Promoting the next step

PIB is partnering with Unifrog a universal destinations platform that helps students find and apply for the best next step after school, whether that be university, an apprenticeship, or further education. PIB will be supporting students explore career and education pathways and is sponsoring two schools, working with them to deliver insight days and careers events.

Highlights of 2025

- 100+ colleagues joined PIB's Belonging ally community, strengthening inclusion through everyday advocacy and education.
- Colleagues marked global awareness moments that included International Women's Day, World Mental Health Day and International Men's Day with local events, learning opportunities and storytelling.
- Employee-led crews provided peer support and generated conversations on LGBTQ+, disability and neurodiversity.
- An external webinar series provided opportunities for colleagues to learn more about neurodiversity and mental health and to share their experiences. PIB welcomed men's mental health charity Andy's Man Club and Colin Foley, CEO of Neurodiversity Training UK to host webinars.
- Across the year LinkedIn Learning provided colleagues with access to a wealth of DEI themed content and resources.

Our data

		2025	2024
Upper	Women	28.80%	30.90%
	Men	71.20%	69.10%
Upper middle	Women	53.50%	53.00%
	Men	46.50%	47.00%
Lower middle	Women	58.00%	63.30%
	Men	42.00%	36.70%
Lower	Women	64.70%	63.10%
	Men	35.30%	36.90%

	Mean	Median
Hourly pay gap	34.15%	24.97%
Bonus pay gap	78.10%	54.4%

	Those receiving a bonus
Women	67.8%
Men	69.8%

The Gender Pay Gap report measures the difference in average (mean or median) earnings between men and women across an organisation in the UK. The measure is shown as a percentage of men's pay.

Calculations are based on employer payroll data drawn from a specific date each year, called the 'snapshot date'. The gender pay gap is different from equal pay and Gender Pay Gap reporting is part of the UK Government's strategy* to reduce the pay gap. It is a requirement for all businesses with a headcount of over 250 people.

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.

*More information available on the Government website.

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