

IRELAND

Gender Pay Gap Report 2024



Liberty™
Information
Technology



About Liberty IT

Liberty IT is a wholly owned subsidiary of the Fortune-ranked company Liberty Mutual Insurance, responsible for driving some key global digital enablement initiatives. We help to reimagine insurance by delivering an innovative and efficient service for our customers.

We've offices in Belfast, Dublin and Galway with over 900 employees in NI and ROI.

We have one customer, Liberty Mutual Insurance. Our customer satisfaction is demonstrated by the continued reliance they have on us to solve its most strategic challenges and biggest problems. In doing so we enhance the digital employee and customer experience, therefore maximising growth and improving business capability and performance.

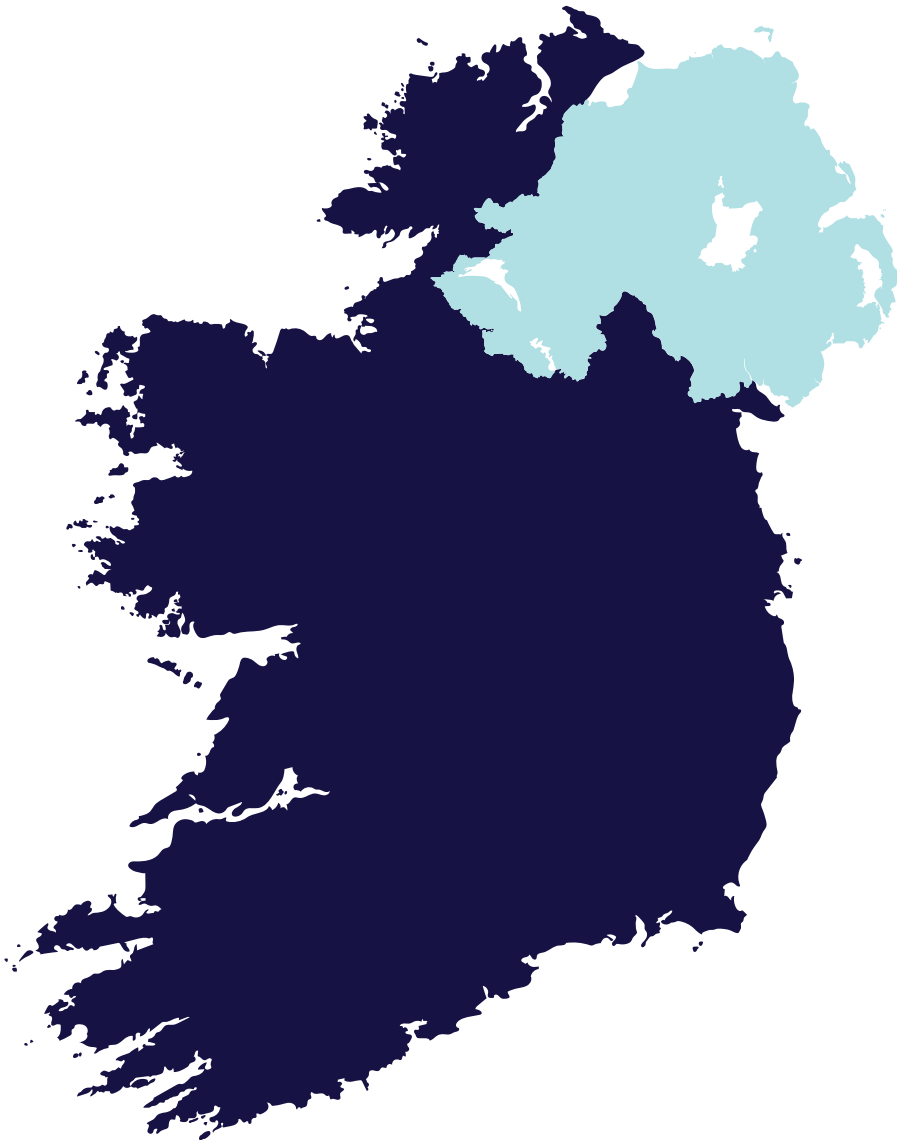
We are committed to helping to bridge the gap of the under-representation of the number of females working in tech. We have worked hard to identify opportunities to increase representation, retention and advancement.

The company is committed to rewarding employees for the contribution they make to the overall success of the business. Performance is one of the key drivers of our annual salary review and bonus process, we believe talent and not gender should determine competitive pay.

We push forward in our DEI journey every day, because we believe everyone should feel included and that they belong. In our most recent Great Place to Work survey¹, 94% of our employees agreed that at Liberty IT, "people are treated fairly regardless of their gender".

¹ Employee Survey, Great Place to Work Trust Index Survey 2024.





Our legal entity

Liberty IT is made up of one legal entity and two businesses:

Liberty IT	Claims Handling and Imaging
Technology business aligned with parent company, Liberty Mutual Insurance	Claims business aligned with parent company, Liberty Mutual Insurance

Liberty IT employs 943 people across the island of Ireland. The majority of employees (581) are in Northern Ireland, with 362 located between Dublin, Cavan and Galway. The claims organisation is based solely in Ireland, while technology is split across Belfast, Dublin and Galway. The majority of tech leadership and administration roles are based in Belfast.

In June 2023, 123 employees, previously part of parent company Liberty Mutual Insurance, became hosted employees of Liberty IT as part of a wider organisational change under the Transfer of Undertakings Protection of Employment rights (TUPE).



Interpreting the Gender Pay Gap Data

The gender pay gap is the difference between male and female hourly earnings in the 12 months up to 24 June 2024, regardless of the work they do. This includes base pay, allowances, bonuses, and incentive pay.

Equal pay is when employees receive the same pay for the same or similar job. We believe equal pay is a business imperative and we are committed to it.

The gender pay gap, however, looks at pay across all roles, regardless of whether the roles are similar or not.

We are fully committed to both equal pay across all genders and closing the gender pay gap. This report details our results, diversity goals, programmes and progress.

Mean

The mean is calculated by adding up the total pay of applicable employees and dividing by the number of employees in that group. The calculation is completed separately for males and females and the totals are compared and represented as a proportion of the male mean.

Median

The median is the number which is in the middle of the ranking of pay from lowest to highest for males and females and gives us the best view of typical pay. The middle number is compared and represented as a proportion of the male median.

Pay Quartiles

Pay quartiles are calculated by splitting all employees into four event groups according to their level of pay. Looking at the proportion of male and female in each quartile gives an indication of the gender representation at different levels of the organisation.



Our results

Liberty IT

Our analysis of the gender pay gap Mean and Median for 2024 indicates that both values have dropped significantly (in comparison to 2023 figures), Mean dropping by 7.0% to 13.9% and Median dropping by close to 7% to 4.8% signifying that male and female pay (as defined by Gender Pay Gap reporting) is moving closer together. This has been achieved by the company's focus on creating an environment which encourages a greater balance in both female and male representation across all levels of the organisation for example the shift in gap % is partially based on the recruitment of the organisation's first female, Ireland based, Senior Solutions Architect.

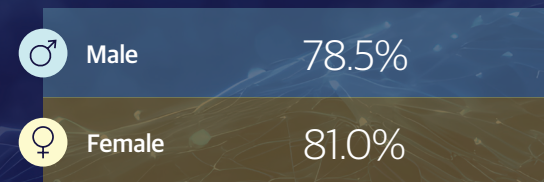
With the predominance of C-Suite level roles either being based in Northern Ireland or working into the US structure, there will continue to be a gap when we review only one part of the total company rather than the whole (for example female participation at Director level for Belfast is currently 50% of total). It is also noted that when we focus on part-time the gender pay gap is reversed with both mean and median pay being higher for females than males, this is mainly due to smaller numbers for this bracket and females being employed at manager level.

It is also positive to notice the increase in females appearing in the Lower Middle and Upper pay quartiles (7% increase in Lower Middle and 3.5% increase in female representation in Upper). This is testament to the continued focus in achieving better gender balance across all levels and inclusive selection practices.

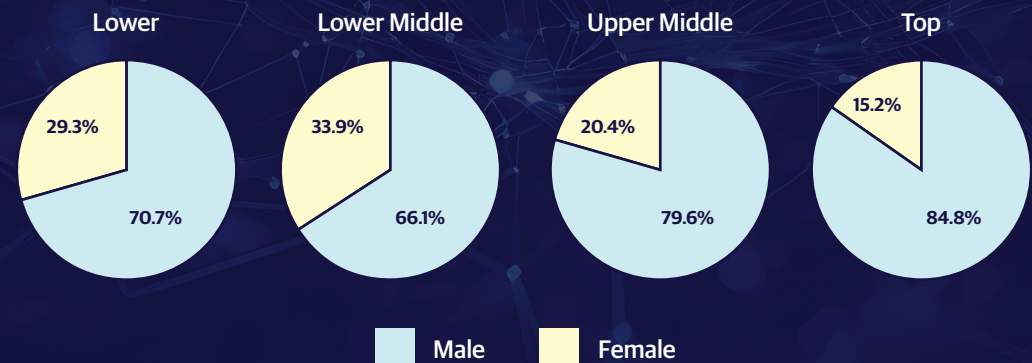
Full time		Part Time		Temporary	
13.9%	4.8%	-26.7%	-22.9%	0.0%	0.0%
Mean	Median	Mean	Median	Mean	Median

Gender Bonus Gap		Proportion of employees who receive bonus pay	
49.1%	10.6%	89.3%	87.9%
Mean	Median	Male	Female

Proportion of employees who receive benefit in kind



Proportion of Employees in each Pay Category



CONT. Our results: Liberty IT

When we look at gender bonus pay gap, we see a high mean which is reflective of a concentrated group of high bonus amounts among a small group skewing the average. However when we consider the middle point in the bonus distribution (median), we see that there is only a small disparity in bonus payment (10%). This shows us that male-female bonus is closer than the mean may imply.

Overall we are confident that males and females are paid equally for equivalent jobs across our business and that equal pay is not a contributing factor to our gender pay gap. Our focus will be on improving representation at our most senior levels across the organisation through our action plan and we will report progress on this annually.



Our results

Claims Handling and Imaging

It is recognised that there is still a gender pay gap for this business area, however the difference in both Mean and Medium has significantly dropped since 2023 Report (2.9% drop in Full Time Mean and 6.9% drop in Full Time Median). This result is also significantly less than the 11.2% mean figure reported by PWC when it analyzed over 550 Irish companies' Gender Pay Gap Reports in December 2023.*

The Mean and Median Bonus pay gaps have also reduced, as expected, given the influence that salary and promotional changes during the year has on these figures.

Whilst all employees are eligible to receive bonus (irrespective of gender or grade), the lower proportion of both genders receiving bonus reflects newly appointed employees who joined the organisation after the cut-off date for bonus to be payable.

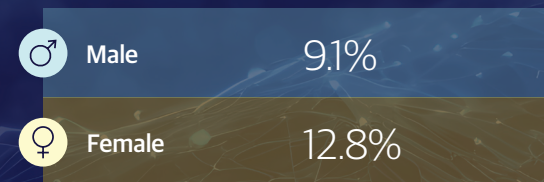
Benefit in Kind is low across both genders for this part of the business. Benefit in Kind relates to the offer of reduced cost private health insurance which employees self-fund. At present only 4 people have selected to avail of the offer.

* www.pwc.ie/media-centre/press-releases/2024/gender-pay-gap-report-2024.html

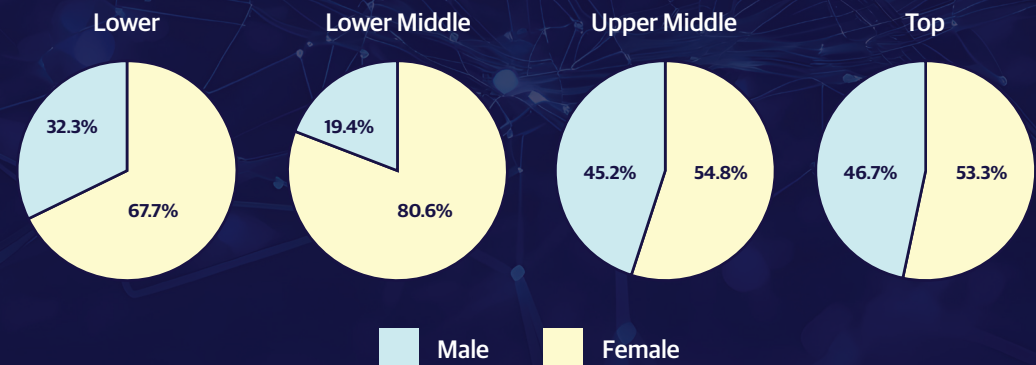
Full time		Part Time		Temporary	
8.6%	7.0%	0.0%	0.0%	0.0%	0.0%
Mean	Median	Mean	Median	Mean	Median

Gender Bonus Gap		Proportion of employees who receive bonus pay	
20.5%	13.6%	88.6%	88.5%
Mean	Median	Male	Female

Proportion of employees who receive benefit in kind



Proportion of Employees in each Pay Category



CONT. Our results: Claims Handling and Imaging

As outlined in our 2023 Commitments we:

- Held a review of reward across all levels and role types. The result was the raising of the minimum threshold for starting salary, 10.5% of females received a salary uplift from this change.
- Focused on ensuring equitable opportunity within the promotional process to provide females access to career enhancing roles. The result was 15 females (21%) being promoted into a higher grade.

It is a combination of these 2 factors which has had the most impact on the reduction of the gender pay gap within Claims Handling and Imaging.



Our commitments for 2025

Equal pay is when employees receive the same pay for the same or similar job. We believe that equal pay is a business imperative, and we are committed to it.

Liberty IT

1

Achieving greater balance in female representation

As identified in 2023 and due for achievement in 2025, we continue to strive to achieve greater balance in both female and male representation across all levels of the organisation which will support in narrowing our gender pay gap. We are pleased to see the actions over the past 12 months have significantly reduced the gender pay gap and will continue with this focus into 2025.

2

Recruitment and Promotion practices

Continued focus on attracting more female engineers and continued roll out of inclusive selection training for all in-house interviewers. Continue with our organisational practice that all female applicants are interviewed by a panel with female representation.

3

Self ID Campaign Launch

To facilitate the tracking of gender (and other diversity dimensions) across the full employee life cycle, we will commence a Self-Identification campaign – wherein employees will be asked to voluntarily identify across selected dimensions. Through the collection of this data at a macro level, we can identify areas of focus.

Claims Handling and Imaging

Acquired by Liberty IT via TUPE transfer in June 2023, we continue to be committed to reviewing processes and practices to promote gender balance. Our commitments are:

1

Enhanced governance on Pay

Following on from significant improvements this year, we will continue to undertake regular reviews of reward across all levels and role types to identify and address any anomalies. We will commit to alignment of pay with performance and parity with the external market.

2

Learning and Development

Delayed in 2024, we will refocus on how we develop our internal Talent and ensure we have a gender balance across all our career development learning programmes.

3

Promotional opportunities

We will focus attention on promotional processes to ensure equal opportunities for career enhancing roles. We will track and review the gender balance with regard to promotional engagements.



Contact us

For questions or comments regarding this report,
please contact careers@liberty-it.co.uk



www.liberty-it.ie