

# The Acorn Group

## Gender Pay Gap Report 2025

# Contents

- 1 Introduction
- 2 Workplace Overview
- 3 Gender Pay Gap
- 4 Bonus Pay Gap
- 5 Pay Quartiles By Gender
- 6 Summary and Next Steps

# Introduction

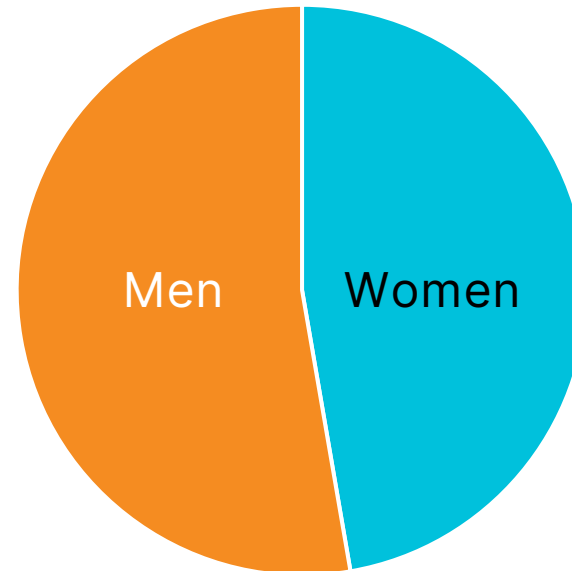
This report outlines the gender pay gap at Acorn Insurance for the reporting year.

In accordance with UK government regulations, we present data on hourly and bonus pay gaps, bonus eligibility, and the distribution of male and female employees across pay quartiles.

# Workplace Overview

As of the reporting year, Acorn Insurance employed a total of 1,730 individuals:

- Men: 912 employees (52.7%)
- Women: 818 employees (47.3%)



# Gender Pay Gap

Type of Pay	Mean Pay Gap	Median Pay Gap
Hourly Pay	14.3%	4.5%
Bonus Pay	39.8%	24.7%

- The mean hourly pay for women is 14.3% lower than that of men.
- The median hourly pay for women is 4.5% lower than that of men.
- The mean bonus pay for women is 39.8% lower than that of men.
- The median bonus pay for women is 24.7% lower than that of men.

# Bonus Distribution

Gender	% Receiving Bonus
Women	67.73
Men	66.34

- A slightly higher proportion of women received a bonus compared to men.

# Pay Quartiles by Gender

Quartile	%Male	%Female
Upper Quartile	63.2	36.8
Upper Middle Quartile	53.5	46.5
Lower Middle Quartile	48.3	51.7
Lower Quartile	46.0	54.0

- Men are more represented in the upper pay quartiles
- Women are more represented in the lower pay quartiles

# Summary

While Acorn Insurance maintains a relatively balanced workforce, the data reveals a gender pay gap in both hourly and bonus compensation. The company is committed to:

- Conducting further analysis to understand the root causes of the pay gap
- Reviewing recruitment, promotion and reward practices
- Supporting career development and progression for all employees

We remain dedicated to fostering a fair, inclusive and equitable workplace for everyone.



