

# Gender Pay Gap

Employer Statement

AUSTRALIA

FEBRUARY 2025



## About Liberty

Liberty Specialty Markets is a trading name of Liberty Mutual Insurance Company, Australia Branch (ABN 61 086 083 605) incorporated in Massachusetts, USA (the liability of members is limited) ("Liberty"). Liberty commenced operations in Australia in 1999 with a view to partnering with, and bringing insurance solutions to, our policyholders and broker partners. Today we bring value and insurance solutions to more than 26,000 of Asia Pacific's most significant business and government organisations – helping them protect what they earn, build and own. We offer welcome continuity in an unpredictable world.

Liberty is committed to conducting business in an honest and ethical manner, with integrity and accountability, with responsible business decisions at the heart of our decision making processes.

# Our structure and operations

Liberty is part of the Liberty Mutual Insurance Group which operates globally through a variety of local companies and trading names. It is the 8th largest property & casualty insurer in the world, writing more gross written premium annually than the entire Australian insurance industry.

## We belong to the Liberty Mutual Insurance Group

The 8th largest property & casualty insurer in the world, writing more gross written premium annually than the entire Australian insurance industry.



Operating since 1912



US\$50.2B in annual consolidated revenue



29 countries

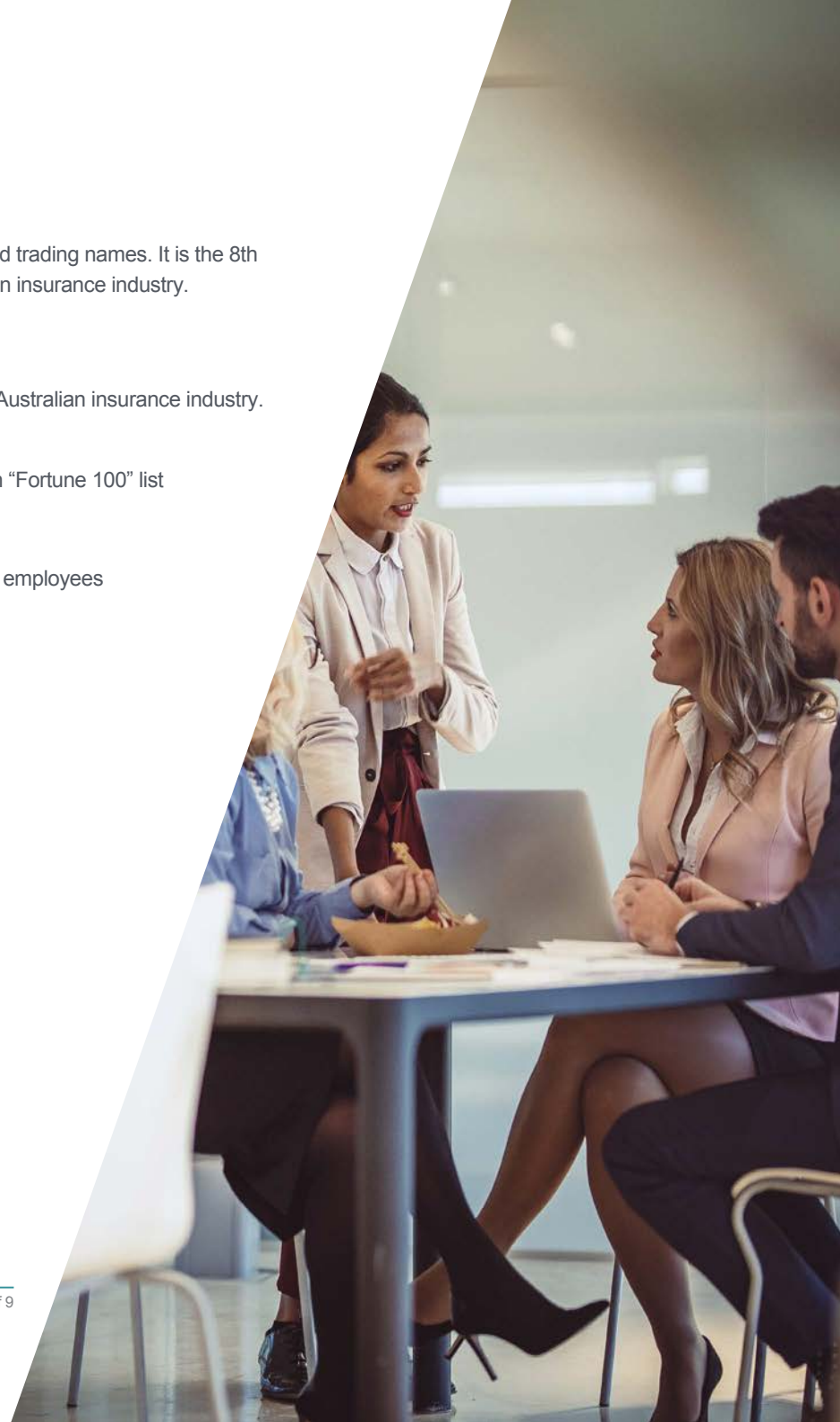


87th on "Fortune 100" list



40,000 employees

Liberty's head office in Australia is based in Sydney, with further offices in Adelaide, Brisbane, Melbourne and Perth.





# Equity & Inclusion for Liberty Specialty Markets Australia

**At Liberty , we are dedicated to fostering diversity and inclusion and continuing to build an organisational culture that is inclusive and equitable – recognising and respecting the diversity of our employees, customers, suppliers and communities that we serve.**

Getting the balance right by attracting the best talent from the widest pools is a key focus for us as a company. Historically, senior roles in the insurance industry were predominantly held by men. Significant progress has been made towards improving this balance, supported by many of our trailblazers at Liberty, and while we progress we acknowledge that there is still a long way to go.

In alignment with the Australian Government's commitment to inclusion, diversity, and fairness, we fully support the Workplace Gender Equality Agency's (WGEA) efforts in promoting transparency and reinforcing the necessity for further action on gender equality. This statement outlines our gender pay gap, as required by WGEA, which as of 30 June 2024, stands at 37.4 percent.

The gender balance within our Executive team significantly impacts this figure, reflecting the years of service and experience many of our senior leaders bring to the company, coupled with our relatively small size in terms

of employee numbers, and our success outperforming this size, in the reporting market, and our flatter leadership structure. This is also the first year that we have been required to report on these senior levels.

It is crucial to note that the gender pay gap figure does not imply that men are paid more than women for the same job. Rather, it is distinct from the concept of equal pay, which ensures that men and women receive equal compensation for performing the same role or work of comparable value—an obligation that has been a legal requirement in Australia since 1969. The gender pay gap measures the difference in average earnings between genders in the workplace, often highlighting differences in representation in senior roles, and indicates the equality in representation and salary levels between genders across the entirety of an organisation.

It is a recognised metric of workplace gender equality, representing just one aspect of our commitment to achieving gender pay equity.

Liberty is committed to maintaining pay equity for like roles and performance. We continue to monitor and review our people processes to ensure that there is no bias in how we pay our people and to ensure we have pay equity in like-for-like roles regardless of gender identity.

Liberty has been actively pursuing a path towards a more inclusive and diverse workforce, weaving this commitment through all levels of our organisation. We take pride in the progress we are making and remain focused on ongoing growth and evolution towards greater diversity within our business.



*Tracey Falconer-Flint*

**Tracey Falconer-Flint**  
Head of Human Resources  
Asia Pacific  
Liberty Specialty Markets



*John McCabe*

**John McCabe**  
President  
Australia  
Liberty Specialty Markets

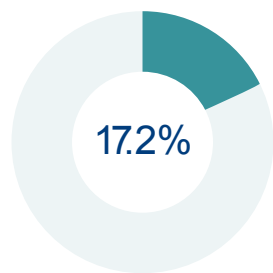
# Liberty Specialty Markets Australia's Gender Pay Gap

The gender pay gap is presented as a median, based on the data from our WGEA 2023-24 Gender Equality Reporting figures as of 1 April 2024, our most recent reporting date.

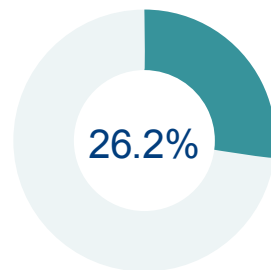
This gap is calculated based on total remuneration, encompassing salary, superannuation contributions and bonus earnings. Reporting considers all roles within the organisation, irrespective of length of service or other factors. This year's report is the first to also consider salaries for CEOs, Heads of Business and casually employed managers.

## Gender pay gap

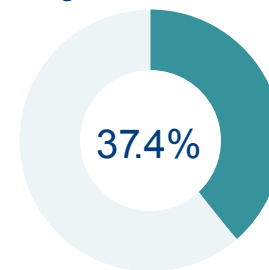
### Median base salary



### Median total remuneration



### Average total remuneration<sup>1</sup>



<sup>1</sup> This measures the difference in average earnings between genders in the workplace, irrespective of role or seniority.

## Understanding the Gender Pay Gap and Pay Parity

In our ongoing commitment to foster an inclusive and equitable workplace, it is important for everyone to understand the concepts of the gender pay gap and pay parity.

### Gender pay gap

Refers to the average difference in earnings between women and men in the workplace. This gap can arise from various factors, including differences in industries, types of jobs held, years of experience, and even biases that affect how individuals are compensated for their work.

### Pay parity

Refers to ensuring that all employees are compensated equally for performing the same work under similar circumstances, regardless of gender or any other characteristic. Achieving pay parity is a fundamental step toward fairness and equality in our workplace, ensuring that everyone receives equal pay for equal work.

As part of our organisational values, we are committed to assessing and addressing these issues, promoting transparency, and supporting initiatives that lead to a fairer working environment for all.



# Understanding Liberty's results

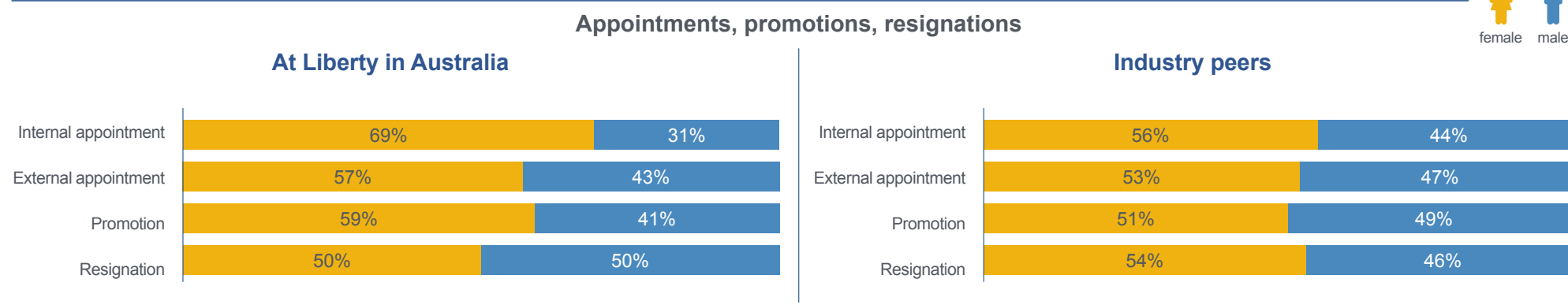
The primary factor contributing to Liberty's gender pay gap, and that of our broader insurance industry in Australia, is the difference in representation at senior career and leadership levels, and the fact that these levels have only now been included in the reporting for this year. Although Liberty maintains an equal gender representation across its overall workforce, there are fewer women than men in the most senior positions where compensation is generally higher.

We have focused on how we improve these figures through increased attention on development for all our employees to build leadership capability and reward our high-

performing people, with succession and career planning initiatives in place to ensure the pathways are in place for more of our people to continue to progress in their careers.

While there might not have been significant movement within our most senior ranks, by the end of FY23, women accounted for 36% of our key management personnel roles in Australia, an increase from 19% in FY22. Additionally, the proportion of women in all managerial roles has risen to 43%, up from 38%. Our Senior Manager level in the reporting has a 49/51 female/male split, well ahead of comparable reporting across our industry for businesses of a similar size at a 40/60 female/male split.

The pathways we're creating are in full effect when we study the numbers around appointments and promotions too:



The effect of parental leave on earnings is also notable. This disparity typically arises from factors such as interrupted career progression, reduced total working hours and potential biases in performance evaluations during their absence, **all of which Liberty takes strong measures to address**. At Liberty, we continue to pay superannuation on unpaid parental leave, commit to

including employees in the salary review process while on paid parental leave, and provide 18 weeks paid parental leave to all employees, regardless of gender, to ensure our employees are supported and encouraged back into the workforce faster.



# How we're committed to closing our Gender Pay Gap

**Ensure equal opportunities across all employment areas.** Our Working Together Policy underlines our dedication to equality, particularly in remuneration between men and women. By fostering an environment where everyone is treated fairly, we aim to cultivate a more inclusive atmosphere.

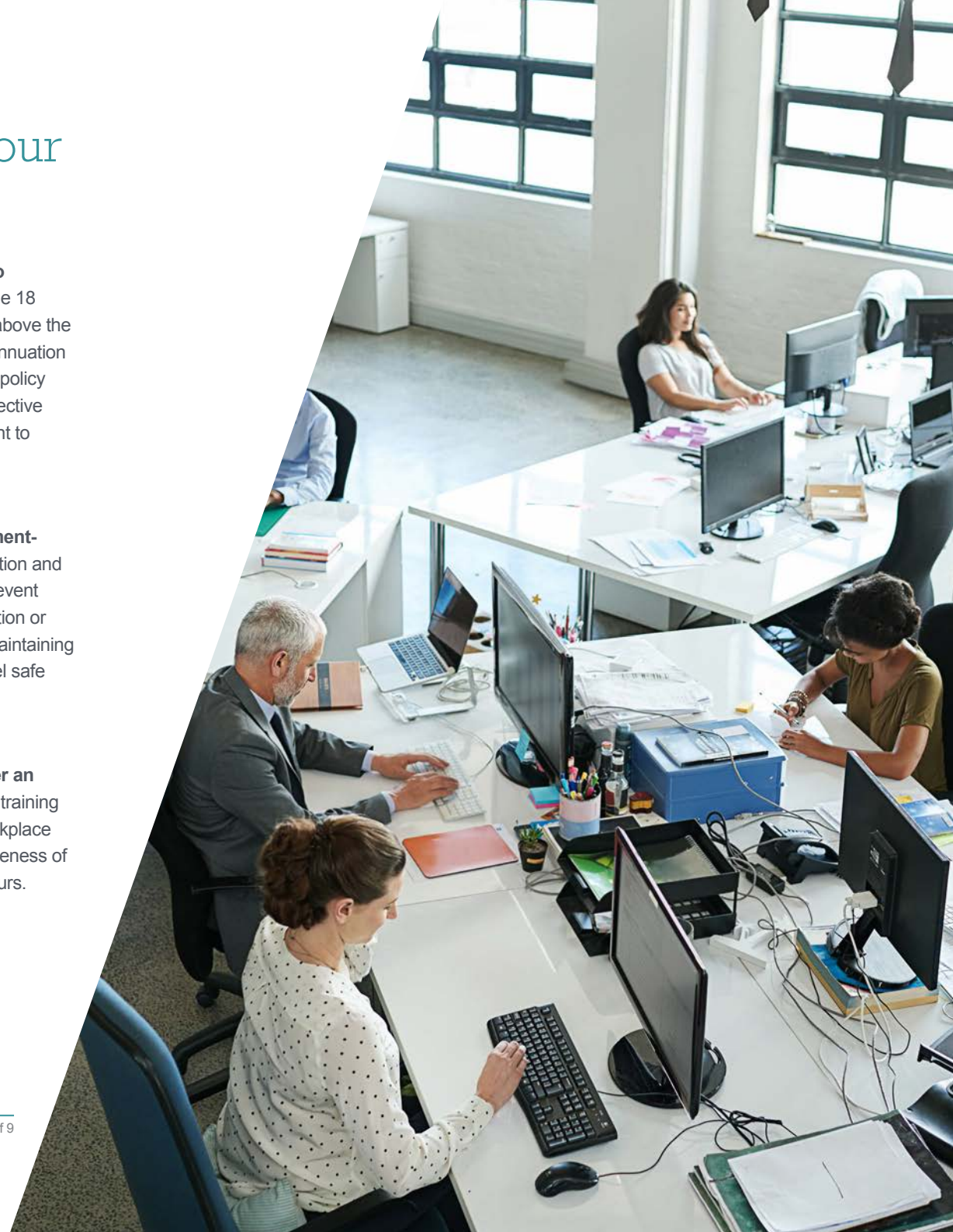
**Maintain competitive and fair compensation practices.** Through our annual salary review program, which includes quarterly evaluations, we ensure that employee salaries are competitive and reflect the market standards. This ongoing process supports equitable pay practices and enhances transparency in compensation decisions. We leverage technology to help leaders track and monitor diversity across pay and performance decisions to remove biases and ensure equality and accountability.

**Provide flexible work arrangements to support diverse needs.** Offering a range of flexible working options allows our employees to choose arrangements that best fit their individual circumstances, promoting a better work-life balance for everyone.

**Enhance parental leave benefits to support all new parents.** We provide 18 weeks of paid parental leave - 31% above the industry average - along with superannuation contributions during this period. This policy is available to all new parents, irrespective of gender, reinforcing our commitment to supporting families.

**Promote a respectful and harassment-free workplace.** Our Anti-Discrimination and Harassment Policy is designed to prevent and address any forms of discrimination or harassment. We are committed to maintaining a workplace where all employees feel safe and respected.

**Expand training initiatives to foster an inclusive culture.** We offer ongoing training programs, including Appropriate Workplace Behaviour Training, to increase awareness of workplace laws and desired behaviours.





# Diversity, Equity & Inclusion at Liberty

Diversity, Equity and Inclusion (DEI) is about recognising, appreciating and utilising the similarities and differences we all bring to work. It's about embracing and celebrating unique needs and perspectives, and diversity of thought.

Through our community and the four support groups that have been formed, we are contributing to the design, development, implementation and review of what matters most to our colleagues, all in contribution to our High-Performance Culture. Together, we strengthen colleague and employee relationships through connection and value creation, recognise achievements and promote internal and external actions and initiatives.

We believe that recognising, appreciating, and applying each person's unique perspectives is the cornerstone of a high-performing company. Inclusion is at the heart of how we do business and live our values every day.

## Our goals:

- ▶ Increase awareness among our colleagues in the region of DEI topics, emerging themes, and key areas of interest and need.
- ▶ Provide meaningful support to all our people with practical ideas, training, and tools that promote our culture of inclusion.
- ▶ Collaborate with global networks and create a combined library of available resources.
- ▶ Work with local communities and offer education opportunities inside and outside our organisation.

## Our support group:

- ▶ Cultural Diversity – Building on our inclusive culture and bringing people together.
- ▶ Parenting – Creating a supportive and inclusive environment for working parents at Liberty.
- ▶ Neurodiversity – Championing and supporting the inclusion and empowerment of neurodiverse individuals at Liberty and beyond.
- ▶ Ageing Family Members – Providing support for everyone who is currently or will be caring for their aging family members.



## Global reach. Financial strength. Local authority.

Distinct, complex and constantly evolving – every business is as unique as its insurance needs. To confidently progress in the face of risk and uncertainty requires a level of security you can only achieve through working with specialists.

Liberty Specialty Markets offers a breadth of world-class insurance and reinsurance services to brokers and insured clients. We bring value and solutions to more than 26,000 of Asia Pacific's most significant business and government organisations – helping protect what they earn, build and own.

We're part of the global Liberty Mutual Group, a Fortune 100 company that's been in business since 1912 with a Standard and Poor's 'A' rating.

 [View our office locations](#)

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