

A photograph of two women in an office setting. One woman, wearing a dark blue polka-dot shirt, is pointing at a computer monitor. The other woman, with long brown hair, is looking at the screen. The background is slightly blurred, showing office furniture and equipment.

IRELAND

Gender Pay Gap Report 2025





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 at the time of reporting.

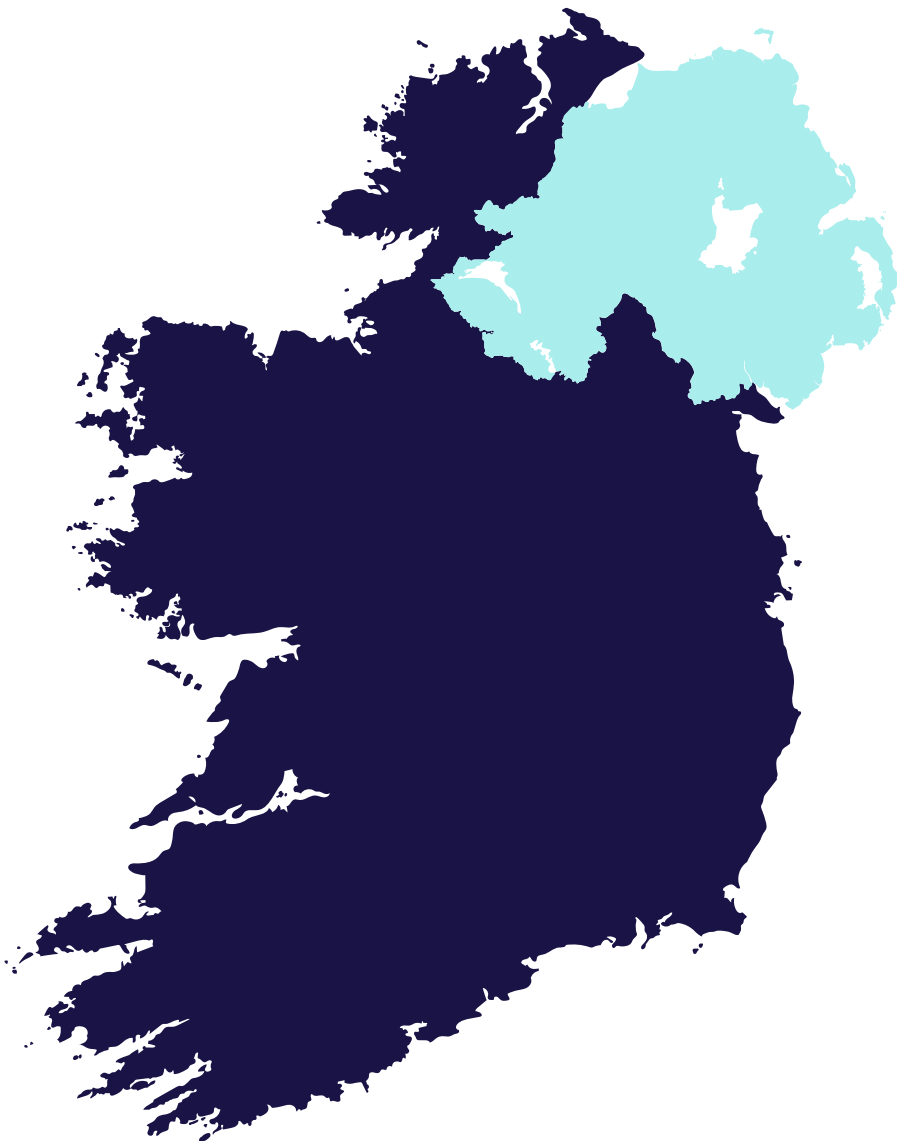
We have one customer, Liberty Mutual Insurance. Our customer satisfaction is demonstrated by the continued reliance they have on us to solve their most strategic challenges and biggest problems. In doing so we enhance the digital employee and customer experience, therefore maximising growth and improving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

We are committed to helping to bridge the gap in 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, and 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 survey, 94% of our employees agreed that at Liberty IT, "people are treated fairly regardless of their gender".





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

At the time of reporting, Liberty IT employed over 900 people across the island of Ireland. The technology business is split across Belfast, Dublin and Galway, while the Claims employees were solely based in Ireland.

Changes to the Claims business

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).

In 2024 the company worked through a transformation programme which included the Claims team. This programme involved refining the organisational structure to better serve customers and adapt to changing business needs. One of the outcomes of the programme is that Claims team is now no longer part of the Liberty IT legal entity.



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 16 June 2025, 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 even 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 2025 indicates a slight increase in the mean and small decrease in the median for full time employees (in comparison to 2024 figures), Mean going up by 2.46% to 16.36% and Median dropping by 1.51% to 3.29%. Over the past 12 months, 77% of our hires were male. This recruitment saw a slightly higher proportion of males hired at senior level or above, compared to females, all of which contributes to the marginal change in the 2025 figures.

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 whilst we have a small group of part time employees predominately female, one male Director-level employee moved to part time explaining the significant increase in part time mean and median.

It is positive to notice that the % of females in the upper mid quartile has increased. However, it is also noted that females appearing in the upper quartile has fallen compared to % males in the same quartile, which reflects the overall trend of the mean and median gender pay gap for 2025.

We also continue to notice a reduction in the Bonus Pay Gap across Mean and Median (8% and 4.5% respectively), continuing a trend in 2024.

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.

Full time	Part Time	Temporary
16.36% Mean	33.92% Mean	0.0% Mean
3.29% Median	30.11% Median	0.0% Median

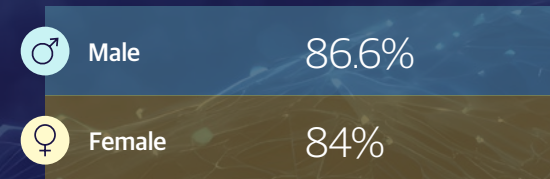
Gender Bonus Gap

41.15% Mean	5.92% Median
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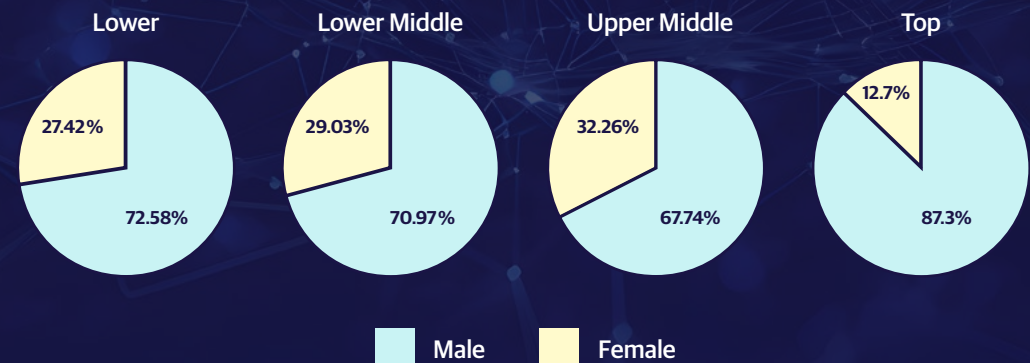
Proportion of employees who receive bonus pay

93% Male	92% Female
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Proportion of employees who receive benefit in kind



Proportion of Employees in each Pay Category



Our results

Claims Handling and Imaging

Our analysis for the mean and median for this group indicates a slight increase in the mean of 1.19% and an increase of the median of 0.87%, with hourly pay slightly higher for males. The new employees hired for this team in 2024 were 80% female. The hiring policy directs that only roles at entry level to this team will be hired externally. All promotions are internal providing the opportunities to both male and female employees.

The movement in the Mean and Median Bonus pay gap suggests that a small number of large male bonuses pulled the mean up, however the median became more equal.

The focus on ensuring equitable opportunities through the promotional process continued in 2024. 9 employees were promoted into a higher grade, of these 7 were females.

The number of employees, both genders, receiving a bonus greatly increased, by 10.2% in receipt of bonus for females and 11.4% for males. Gaps in receipt of bonus have largely closed. Benefit in Kind increased 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 and choose to opt in.

Full time

9.8%
Mean

7.8%
Median

Part Time

0.0%
Mean

0.0%
Median

Temporary

0.0%
Mean

0.0%
Median

Gender Bonus Gap

7.2%
Mean

26.6%
Median

Proportion of employees who receive bonus pay

100%
Male

98.7%
Female

Proportion of employees who receive benefit in kind



Male

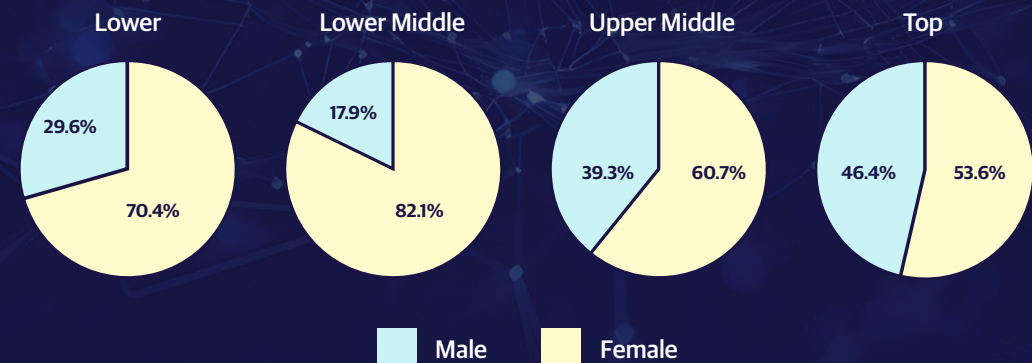
29.7%



Female

27%

Proportion of Employees in each Pay Category



Our commitments for 2026

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.

Introduction of nano-secondments offering employees 'day in the life' access and insights to technical leadership roles. Launching in February 2026 with a forced 50/50 gender split, this four month long programme aims to build a stronger, more diverse technical leadership pipeline by increasing the number of female applicants for these roles and improving female representation in technical leadership over time.

Partnership with Women in Tech, with a focused effort to support the career progression of women in the workplace by continuing to showcase females in senior technical leadership roles, particularly those on part time contracts through an interview 'spotlight' series.

2

Recruitment and Promotion practices

We have a continual focus on attracting more female engineers and we also continue to roll out inclusive selection training for all in-house interviewers.

We remain committed to 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're launching our Self- Identification campaign – where employees will be asked to voluntarily identify across selected dimensions. Through the collection of this data at a macro level, we can continue to identify areas of focus.

Claims Handling and Imaging

As the claims business is no longer part of the Liberty IT entity, and with these employees having since left the business, we have no commitments to share in this regard.



Contact us

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



www.liberty-it.ie