

Cover-More Blue Insurance Services Limited

Gender Pay Gap Report 2026

Cover-More Blue Insurance Services Limited is regulated by the Central Bank of Ireland

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Introduction

Cover-More Blue Insurance Services Limited is committed to ensuring that all of our employees can realise their full potential regardless of their gender.

The Gender Pay Gap Information Act 2021, which was published into law on the 13th July 2021, requires employers in Ireland to report on their hourly gender pay gap across a range of metrics. The results in this report are based our employees as at the snapshot date of 30 June 2026, using pay and bonus data over the relevant period in line with the Irish regulations. The results relate only to employees of our organisation in Ireland.

The Gender Pay Gap and Pay Equity
The gender pay gap focuses on differences between the average (mean) and middle (median) hourly remuneration and bonuses of men and women across the organisation. The gender pay gap takes no account of the particular roles occupied by men and women.

The gender pay gap is not a measure of equal pay for equal work; rather, it reflects the distribution of men and women across roles and levels, together with differences in pay and variable reward outcomes. Cover-More is committed to pay equity within roles. There is no correlation between the gender pay gap and pay equity.



What are the Gender Pay Gap Metrics?

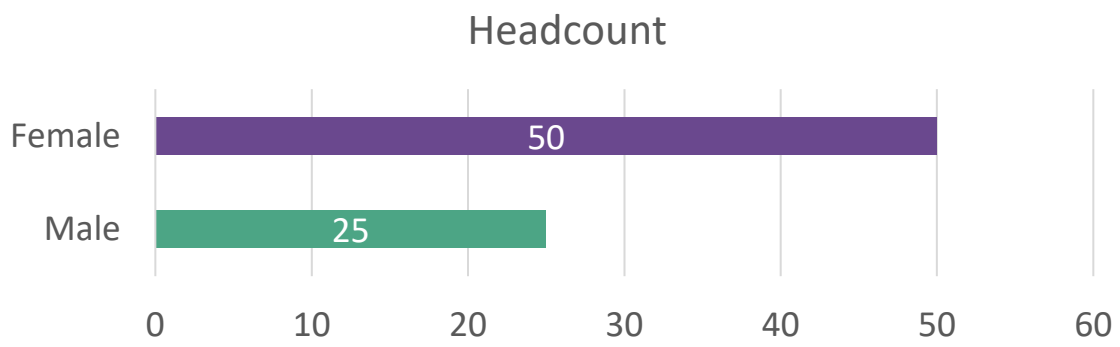
In accordance with Ireland's statutory regulations, the detail in this report includes information on:

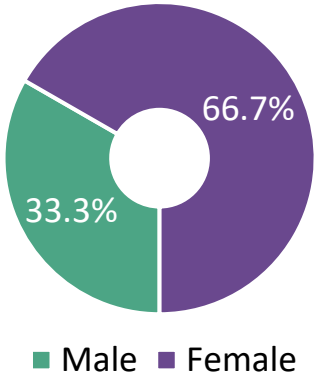
- The difference between the hourly remuneration of male and female employees (mean and median)
- The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands
- The percentage of male and female employees who were paid bonus remuneration
- The differences between bonus remuneration of male and female employees (mean and median)
- The percentage of male and female employees who received benefits in kind
- The differences between hourly remuneration of male and female employees on temporary contracts (mean and median)
- The differences between the hourly remuneration of male and female part-time employees (mean and median)

Relevant employees	Gender Bonus Gap	Hourly Remuneration	Benefits in Kind
 **We had 75 relevant employees on the snapshot date of 30 June 2026.**	All bonuses paid to relevant employees in the relevant period have been included. Bonuses for this purpose included: Annual incentive bonus, vouchers, long service awards, care and collaboration awards, gamification, referral bonuses and discretionary bonuses.	To determine the Gender Pay Gap mean and median, the following pay elements have been used: basic pay, backdated salary, income protection, allowances, travel insurance, retention payments, overtime payments, statutory leave payments, along with all bonus items.	For the purposes of this report, benefits in kind include health insurance and travel insurance. Both benefits are offered to all employees, although uptake varies across the workforce.

Hourly Remuneration and Quartiles – All employees

Hourly Remuneration Analysis



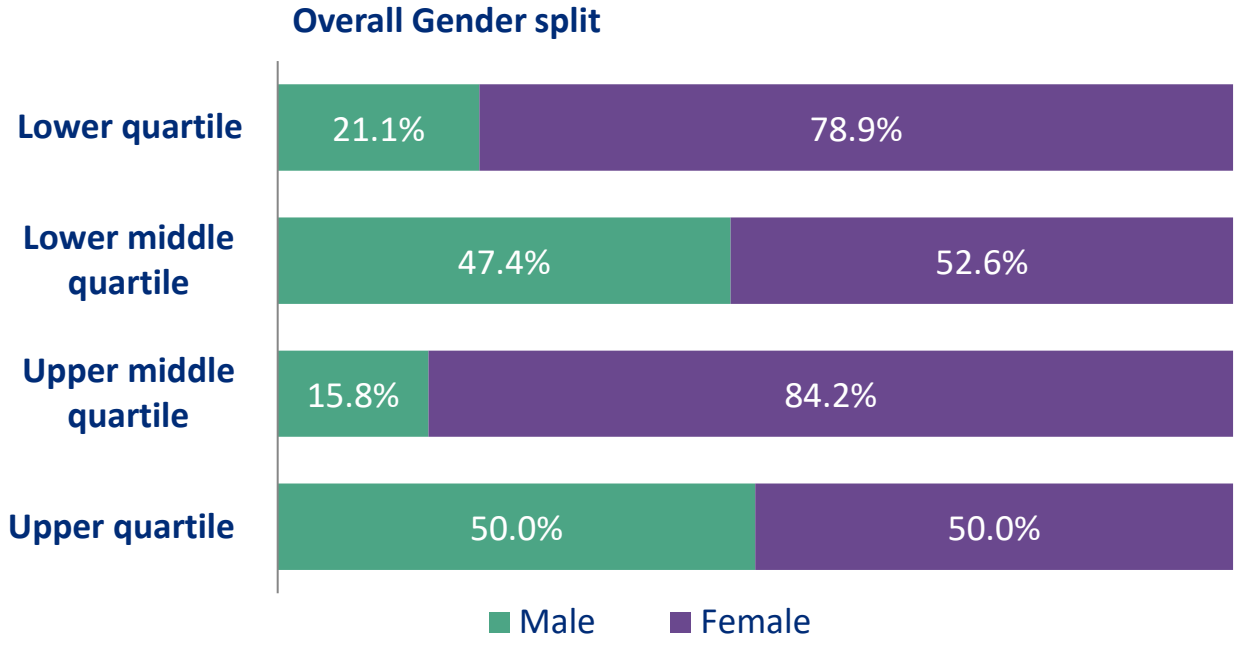


Hourly remuneration mean is the average value of the data snapshot

Hourly remuneration median is the middle value of the data snapshot

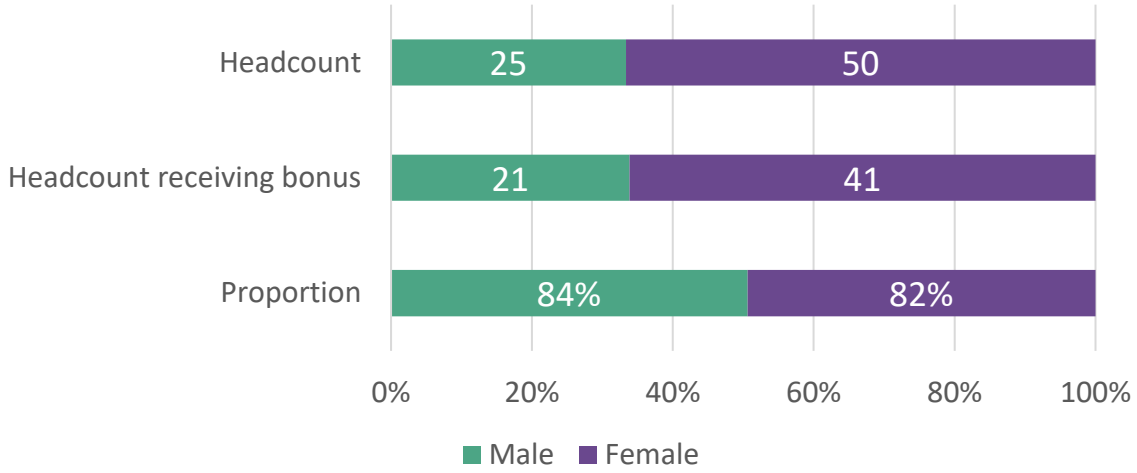


- The **mean** is the average value of male and female hourly remuneration compared.
- The **median** is a comparison of the middle-paid men's and the middle-paid woman's hourly remuneration. Outliers with significantly higher pay or bonuses have less of an effect on the **median** than on the **mean.**
- A positive number indicates a gap in favour of men. A negative number indicates a gap in favour of women.
- There are more women (66.7%) than men (33.3%) at **Cover-More Blue Insurance Services Limited**.
- The pay quartiles indicate the proportion of men and the proportion of women in each quarter of our organisation, divided by pay. For example, the diagram to the right shows that among the highest paid quarter, or quartile, of our people, 50% are men and 50% are women.



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Gender Bonus Gap – All employees

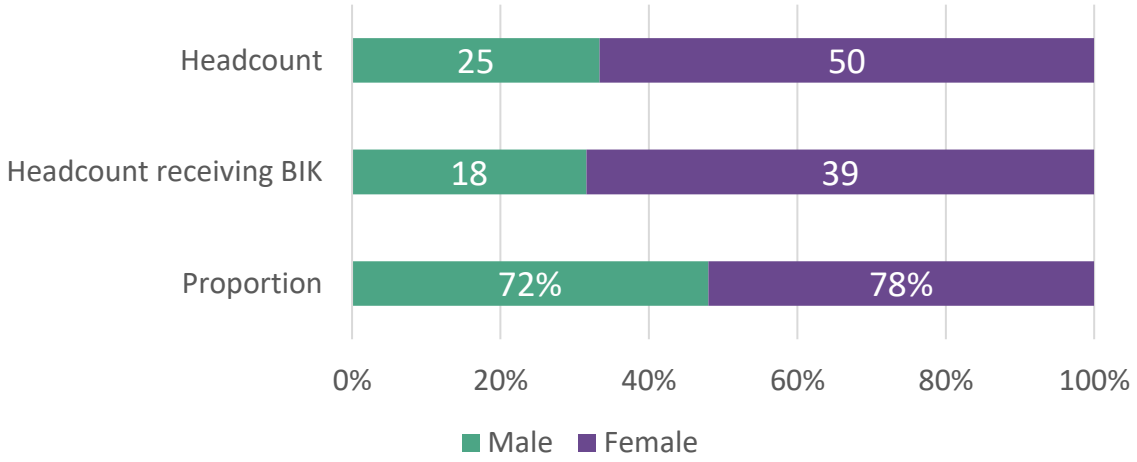


Bonus Gap Mean **57.6%**

Bonus Gap Median **-12.6%**

The mean bonus gap is **57.6% in favour of males**, while the median bonus gap is **12.6% in favour of females**. This suggests that a small number of higher-value bonuses awarded to males are increasing the overall average, while the typical bonus recipient experiences a more balanced outcome. The proportion of employees receiving a bonus is high across both genders, with 88.0% of males and 83.0% of females receiving a bonus.

Benefit in kind – all Employees



The proportion of employees receiving a Benefit in Kind (BIK) is high across both genders, with **78.0% of females** and **72.0% of males** receiving BIK. While females represent a larger share of employees receiving BIK (68.4%), this broadly reflects the overall workforce profile, where females account for two-thirds of headcount. The BIK category included in the report is **Health Insurance**, a benefit available to all employees.

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Reasons for the Gender Pay Gap

In the case of both hourly remuneration and bonus:

- Our organisation has a median gap (i.e. when the middle man and middle woman are compared) in favour of women.
- Our organization has a mean (average) gap in favour of men

The reason for this difference is simple.

Cover-More has a small number of very senior regional roles currently held by men who are located in Ireland and employed by our entity there. Given the overall population size, this small number of senior regional roles has a significant effect on the mean hourly remuneration gap. Our median gap, on the other hand, arises from differences in the precise roles held by our middle paid and middle bonused men and women.

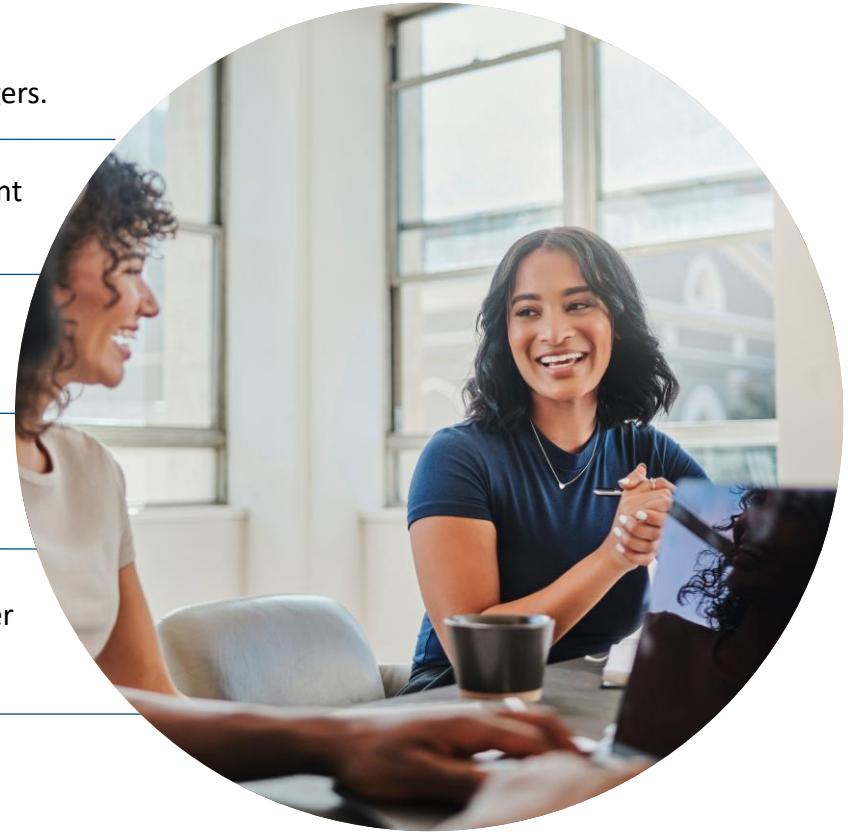


Our approach to the gender pay gap

Cover-More Ireland's focus is firmly on maintaining fair and transparent reward and career practices and supporting progression across the organisation. This includes our commitment to pay equity within roles.

Practices in place include:

Fair and Merit-Based Recruitment	• Structured recruitment processes, with appointments on the basis of merit and recruitment training that covers mitigation of unconscious bias for hiring managers.
Internal Career Development and Progression	• A preference for promotion from within where possible, supporting development and progression opportunities for all of our people regardless of gender.
Regular Pay Equity Reviews	• Regular pay equity checks, which feed into the annual merit review cycle.
Market-Aligned Reward Frameworks	• Market benchmarking to support competitive and consistent pay outcomes.
Supporting Parents and Carers	• Equitable support for carers, including 16 weeks' paid leave for the primary carer following childbirth or adoption.
Workplace Wellbeing and Inclusion	• A strong emphasis on workplace wellbeing.



We will continue to monitor our gender pay gap over time and review the drivers of the metrics. We will ensure that we continue to provide equal opportunity for all of our people and job applicants.