

Breaking the glass ceiling: championing gender equity in the workplace

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This week, our Group Chief People Officer, Zareena Brown, attended the launch event of Women in Work's second Gender Equity Measure (GEM) report.

Sponsored by LinkedIn, the GEM report is an annual review of 400 of the largest companies in the UK, designed to track progress that companies are making in closing workplace equality gaps. The criteria for featuring within the top 100 companies includes: more than 33 per cent female representation at board level, less than a 15 per cent pay gap and clearly published parental policies.

This year, we're proud that we feature within the top 100, alongside well-known brands, such as Lego, Tesco and Bupa. As well as this, it's great to see the insurance industry as a whole be recognised for having the highest number of women represented on boards and the highest number of publicly published parental policies.

The report, that analyses companies across a range of industries, aims to shine a light on organisations that are creating inclusive workplaces. Hannah Prevett, associate business editor at The Sunday Times, asked a panel of business leaders from companies such as Biffa and Graylings to share what they are doing so that women have the tools, equipment and support to build successful careers within their organisations. Furthermore, LinkedIn, who partnered with Women in Work this year, shared findings from the report so we can work together to continue to improve diversity within the workplace.

We believe that happy colleagues result in better outcomes for our customers, colleagues and communities, so we're proud that our hard work and commitment to building and fostering an inclusive workplace continues to be recognised.