



2025

**Talent and
Belonging Report**

About Lloyd's

Lloyd's is the only insurance marketplace of its kind in the world.

In 2025, the Lloyd's market wrote £57.9bn of insurance premium. Risks are considered, priced and insured by a marketplace of 60,000 risk professionals, protected by £49.5bn of capital.

From its inception more than 300 years ago, Lloyd's has been a market of firsts – helping global commerce flourish by allowing risk to be pooled and shared. It has developed into a key pillar of risk management in the global financial system.

Lloyd's has consistently turned emerging threats into insurable realities – from shipping and aviation, space and cyber, to renewable energy and storage. The risks have changed over the years. But our fundamental principle – helping people, organisations and businesses move forward boldly and with confidence – has not.

The insurance written at Lloyd's is brought by Brokers and Coverholders. Managing agents oversee Syndicates who price and underwrite the risk. Sat behind the market is the Society of Lloyd's, often referred to as the 'Corporation'. The Corporation is not itself an insurance company, but an independent organisation which protects and maintains the market's reputation as well as providing services, research and reports. Lloyd's also provides a common financial security and strong ratings through our capital structure, often referred to as the 'chain of security', which sits behind and protects all insurance policies written at Lloyd's. For the purpose of our reporting, when we refer to "Lloyd's" we are referring to the Corporation and the activities for which the Corporation has undertaken itself.

Lloyd's ambition is to create positive social impact by fostering an inclusive and high-performance environment for the Corporation's employees.

Lloyd's is uniquely structured to connect the global insurance ecosystem. We are committed to bringing together risk takers to protect and advance global progress and economic growth.

An Inclusive Corporation

An inclusive Corporation

Lloyd's continues to foster a workforce from diverse backgrounds, the details of which are set out below. We are committed to ensuring that the best diverse talent can develop their careers at Lloyd's.

Purpose of this report

This report provides an annual summary of workforce representation data for the Lloyd's Corporation in fulfilment of the UK Corporate Governance Code 2024 (the 'Code') and the Corporation's accreditations. This report sets out the demographic categories reported and presents the latest figures based on employee disclosures.

Scope of data

The data in this report relates solely to employees of the Lloyd's Corporation. All figures are based on self reported information collected through the Corporation's central HR system at the point of joining. Data from the Lloyd's market is not included.

In recognition for our activities in pursuit of an inclusive, safe and equitable environment for our employees, Lloyd's has attained the following accreditations:

Clear Assured:
Platinum

Social Mobility Index:
Top 75 Employer

Disability Confident
Leader

100
Great British Employers of Veterans

Armed Force Covenant:
Gold

Race Equality Matters Trailblazers:
Silver Award

Lloyd's Talent Metrics

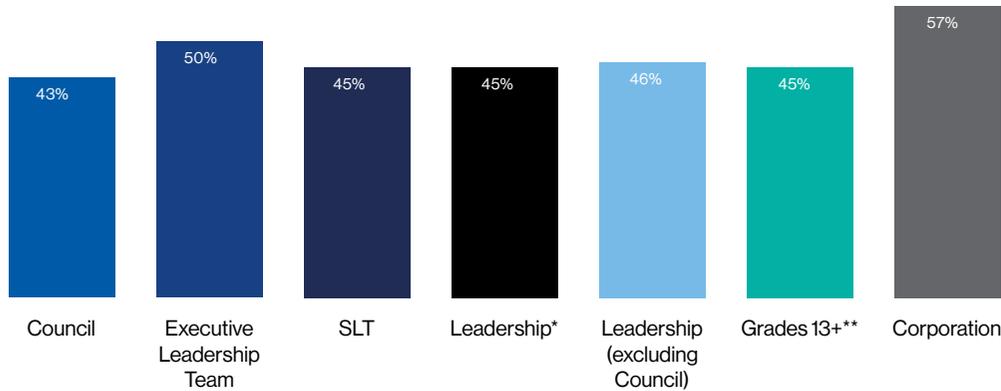
Lloyd's talent metrics

The data below shows the Corporation's representation across diverse groups.

Gender

Female representation by level (global)

Disclosure 100%



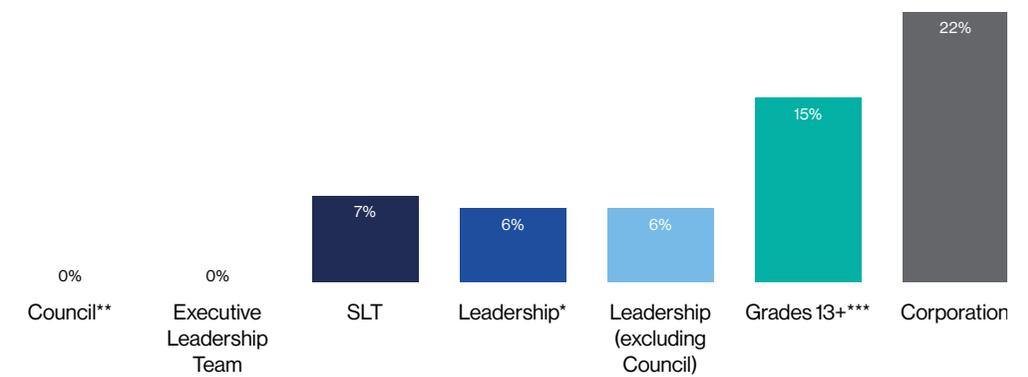
* Leadership (Council + Executive Leadership Team + SLT) – Executives on Council

** Grades 13+ excludes Executive Leadership Team and SLT

Ethnically diverse

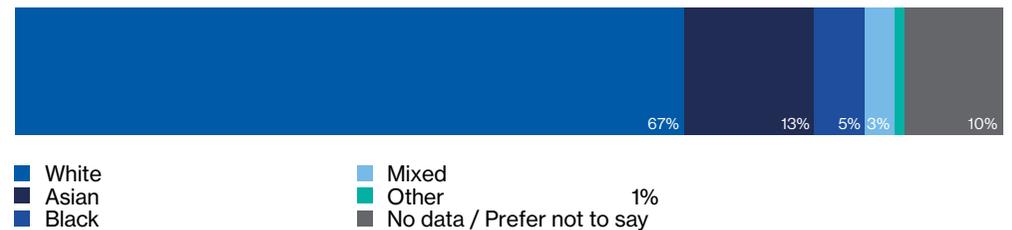
Ethnically diverse representation by level (UK only)

Disclosure 95.0%



Breakdown of ethnically diverse representation (UK only)

Disclosure 95.0%



* Leadership (Council + Executive Leadership Team + SLT) – Executives on Council

** Council: we do not hold ethnicity data for Council

*** Grades 13+ excludes Executive Leadership Team and SLT

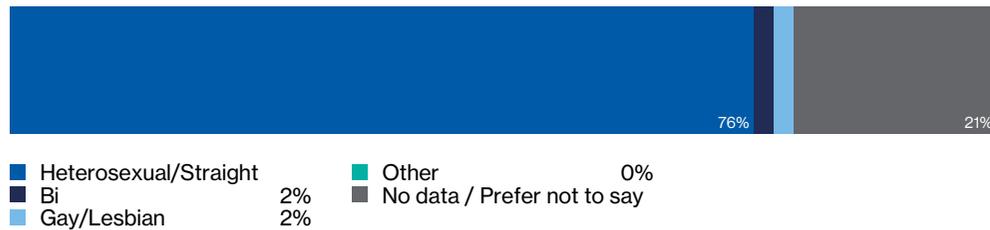
Lloyd's talent metrics

continued

Sexual orientation, disability and religion

Breakdown of sexual orientation representation (UK only)

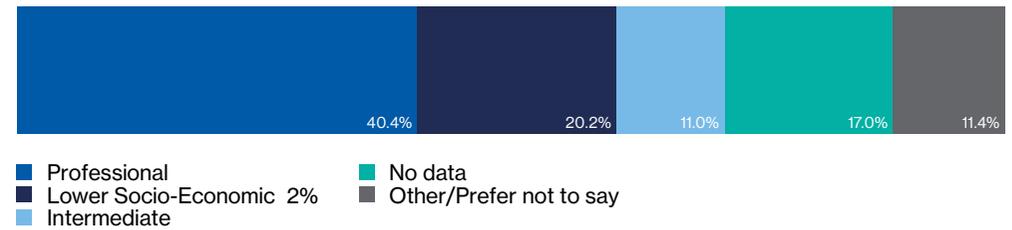
Disclosure 89.6%



Social mobility

Socio-economic background: parent's profession at age 14 (UK only)

Disclosure 83.0%



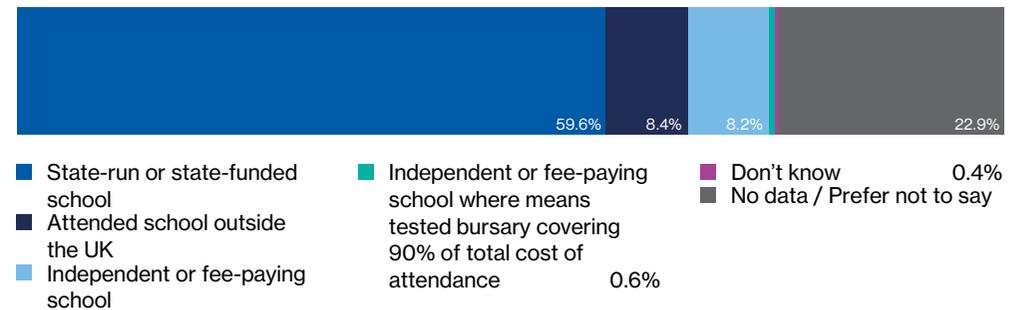
Breakdown of disability representation (UK only)

Disclosure 83.0%



Breakdown of social mobility representation: type of school attended ages 11 to 16 (UK only)

Disclosure 83.0%



Breakdown of religion representation (UK only)

Disclosure 88.0%

