





# About us

Founded in 1934 in Sweden, Securitas operates in 48 markets around the world, with over 355,000 employees.

Securitas is in a period of accelerated transformation, from the leader in guarding services and protective services towards leadership in intelligent services.

We have an attractive offering of protective services, including on-site, mobile and remote guarding, electronic security, fire and safety, and corporate risk management.

At Securitas we support the fair treatment and reward of all our people, irrespective of gender.

We want to provide equal opportunities for all; creating a gender-balanced place to work, where our people can shine and achieve their full potential.

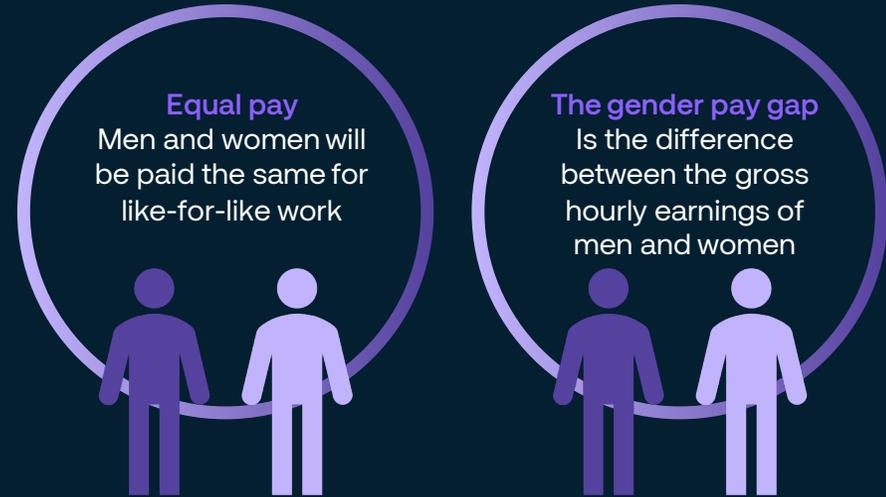
We value our people and want them to be confident that their hard work and efforts to protect our clients and keep our communities safe will be recognised and rewarded fairly.

These commitments, reinforced by our strong values, are embedded in our day-to-day working practices with our people, clients and partners. We are an inclusive employer, working towards a fully gender-balanced workforce, we want to represent all the communities that we serve.

This report summarises the positive improvements we have made and the actions we are taking to increase balanced gender representation in our teams, grow and support our internal pipeline of women progressing through the grades and attract more women to careers in the security industry.

This report provides details of the required statutory disclosures regarding gender statistics and pay data.

**Sarah Hayes** (Chartered FCIPD)  
Human Resources Director, Securitas UK



↓ 1.9%

Overall, there has been a **1.9%** drop in the **national median pay gap** since last year

♀ 6.3%

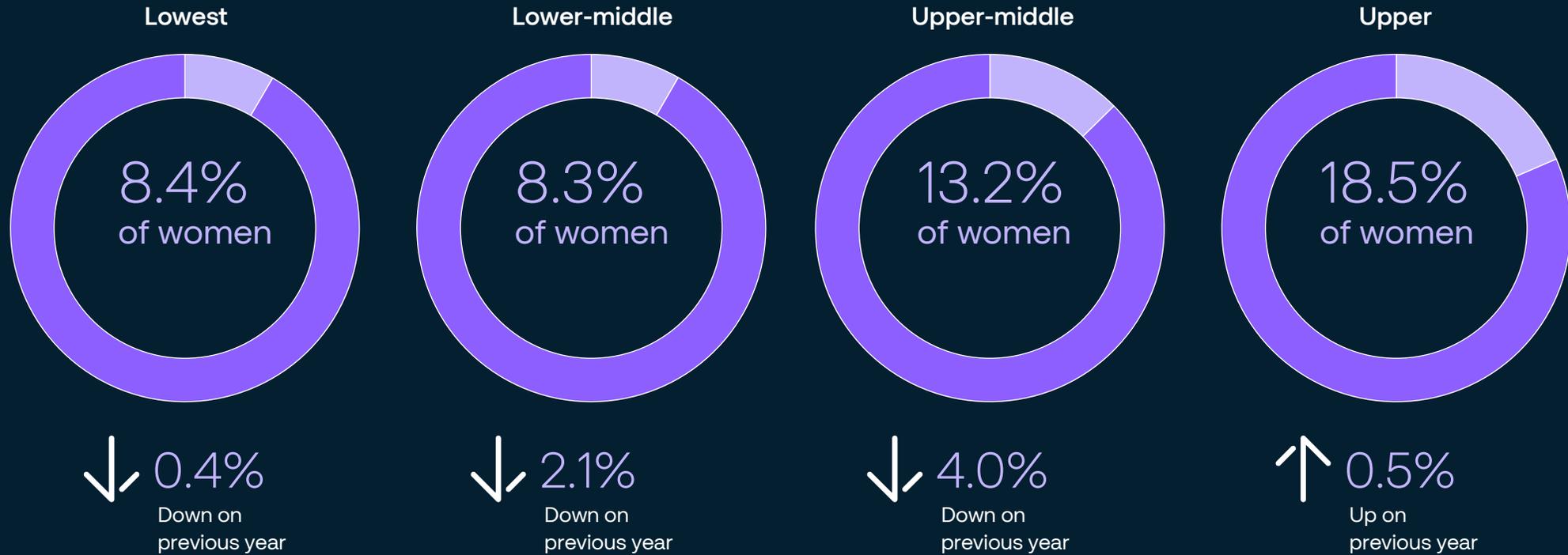
At Securitas, there is a **7.1%** mean pay gap and a **6.3%** median pay gap in favour of women

↑ 3.1%

Our mean pay gap, whilst still in favour of women, has increased by **3.1%** since last year



# Pay quartile – gender profile 2020



The median gender pay gap by quartiles  
Lowest quartile 0.0%  
Lower middle quartile -0.5%  
Upper middle quartile 0.8%  
Upper quartile -5.2%



# Pay quartile – gender pay gap

15.5%

The National  
median pay  
gap

\*Provisional ONS  
2020 results

-6.3%

Our median  
gender pay  
gap

↑0.5%  
Up on  
previous year

-7.1%

Our mean  
gender pay  
gap

↑3.1%  
Up on  
previous year

The gender pay gap is the difference between the gross hourly earnings of men and women.

Overall, there has been a 1.9% drop in the national median pay gap.

At Securitas, there is a 7.1% mean pay gap and a 6.3% median pay gap in favour of women.

Our mean pay gap, whilst still in favour of women, has increased by 3.1%.





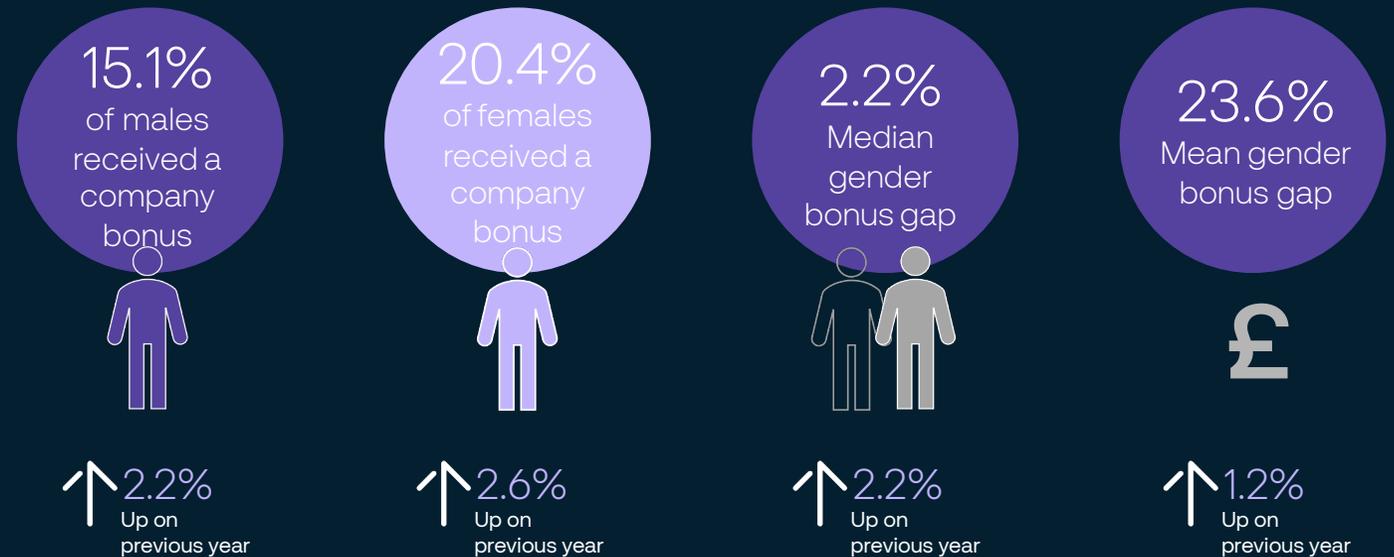
# Bonus pay – gender profile

Securitas has a 2.2% gender pay gap in respect of the median for bonuses (a 2.2% change this year).

The gender pay gap in respect of the mean for bonuses remains significant at 23.6%. This is attributable to a high proportion of men in operational or sales roles where bonuses are more prevalent.

Whereas administration or support function roles of a similar nature, or the same grade, are ineligible for a bonus; there is a higher proportion of women in these roles.

We acknowledge that we have more work to do in respect of the mean gender pay gap for bonuses..





# Gender pay report findings

In the 2020 data (reported June 2021) there was no gender pay gap in favour of men at Securitas.

This is consistent with the 2019 data (reported in February 2021.)

Overall, we have increased our gender pay gap and statistically there is still a slight gap in favour of women.

This is because there are more men in the lowest and lower-middle quartiles than women.

Where women are under-represented we see a minor gap which in reality equates to just a few pence per hour.

Securitas has made a commitment to work towards paying all employees the real Living Wage, and in 2020, 68% of our employees were paid at least the real Living Wage.

68%

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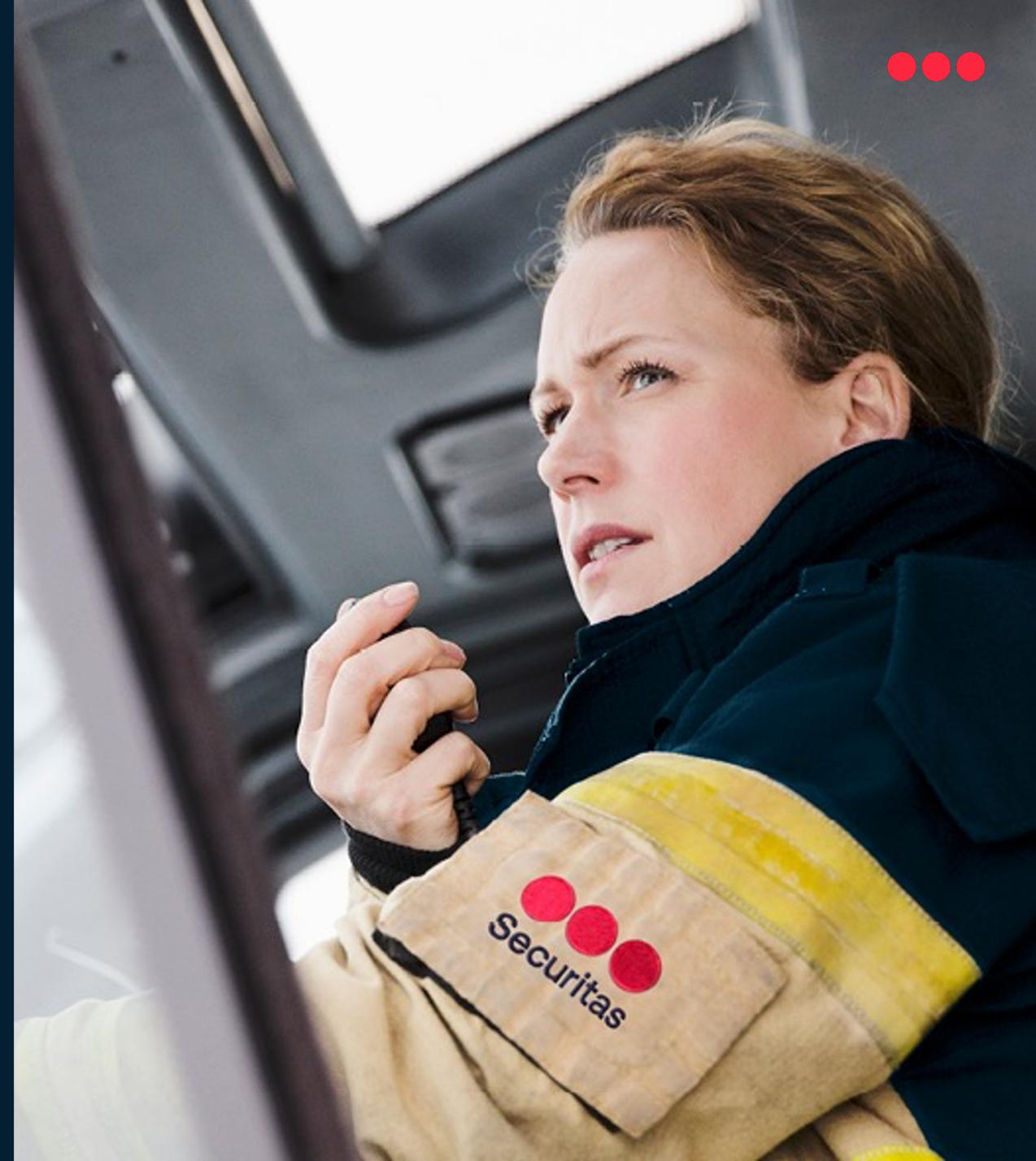


# Addressing the gender pay gap

We are continuing our work to achieve a gender balanced workforce, attracting people from a wide range of diverse backgrounds.

Our work to date includes:

- reviewing our digital channels and recruitment advertising to ensure they reflect our diverse workforce
- using “gender decoder” software in recruitment to avoid gender bias
- continuing our work to look for opportunities to recruit more women into senior roles
- launching a career development programme for all Securitas employees
- introducing a coaching and mentoring programme where we try to focus, in particular, on supporting women in their career
- achieving accreditation as a Top Employer 2020 and 2021 following a rigorous process designed to help us deliver best practice
- establishing a diversity and inclusion programme to define our approach to becoming a truly gender-neutral organisation.





# Our values

Guide us in our daily business

Integrity

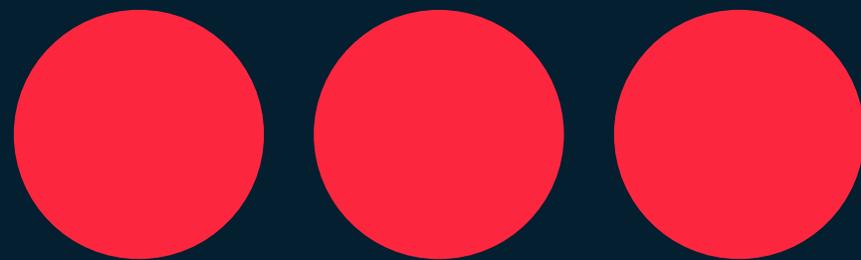
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Vigilance

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Helpfulness

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Securitas