

2026

2025 Gender Pay Gap Report



About us

Founded in 1934 in Sweden, Securitas operates in 44 markets around the world, with over 341,000 employees.

Securitas is a leading intelligent security solutions partner. Our guarding, electronic security, fire and safety and risk management solutions enable more than 150,000 clients to see a different world.

We are present in 44 markets, and our innovative, data-driven approach makes us a trusted partner to many of the world's best-known companies.

Our 341,000 employees live our values of integrity, vigilance and helpfulness and our purpose is to help make your world a safer place.

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.

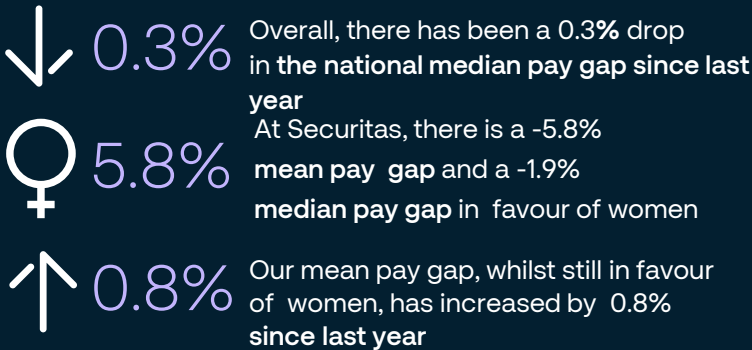
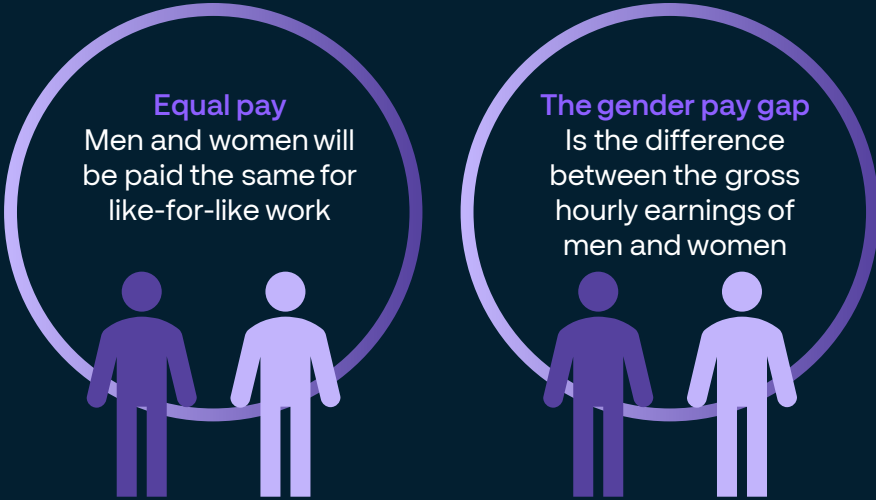
These commitments, reinforced by our strong values, are embedded in our day-to-day working practices with our people, clients, and partners.

We are an inclusive employer, working towards a fully gender-balanced workforce, which represents 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.

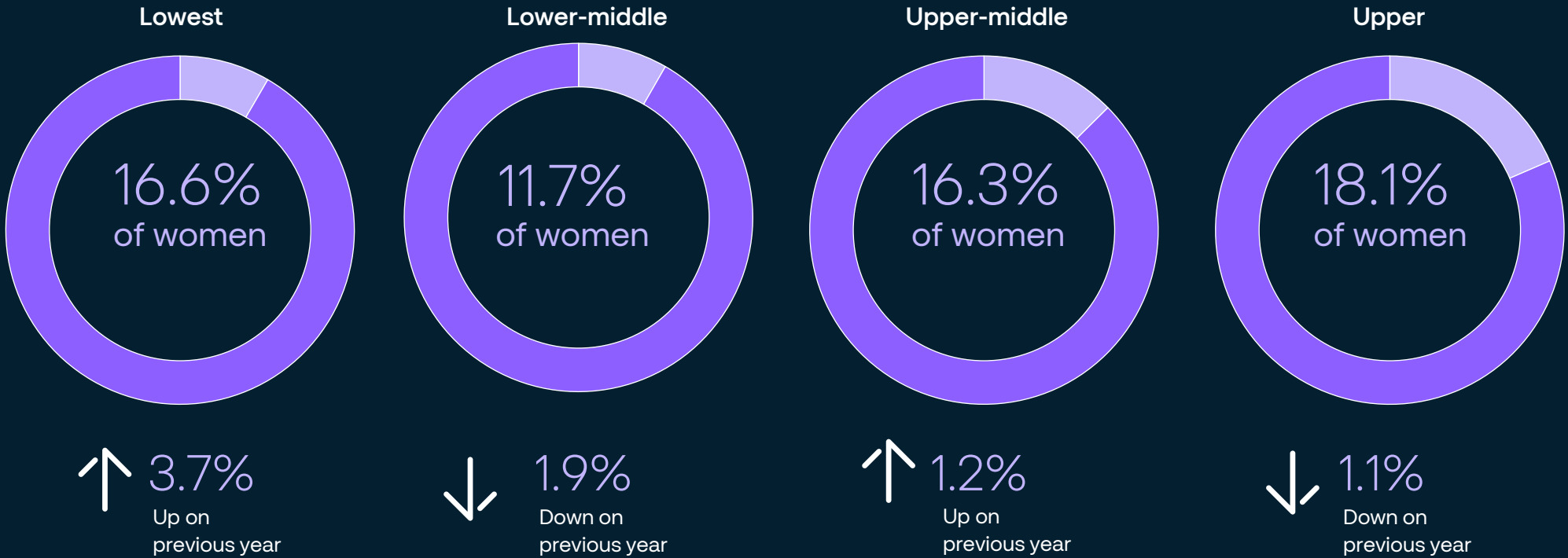
This report provides details of the required statutory disclosures regarding gender statistics and pay data.

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



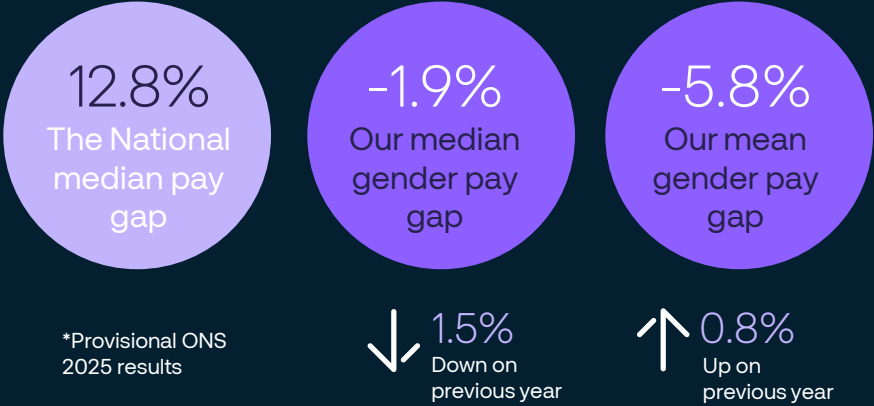


Pay quartile – gender profile 2025



The median gender pay gap by quartiles
Lowest quartile 1.2%
Lower middle quartile -0.5%
Upper middle quartile -0.7%
Upper quartile -5%

Pay quartile – gender pay gap



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

Overall, there has been a 0.3% drop in the National median pay gap.

At Securitas, there is a -5.8% mean pay gap and a -1.9% median pay gap in favour of women.

Our mean pay gap is still in favour of women.



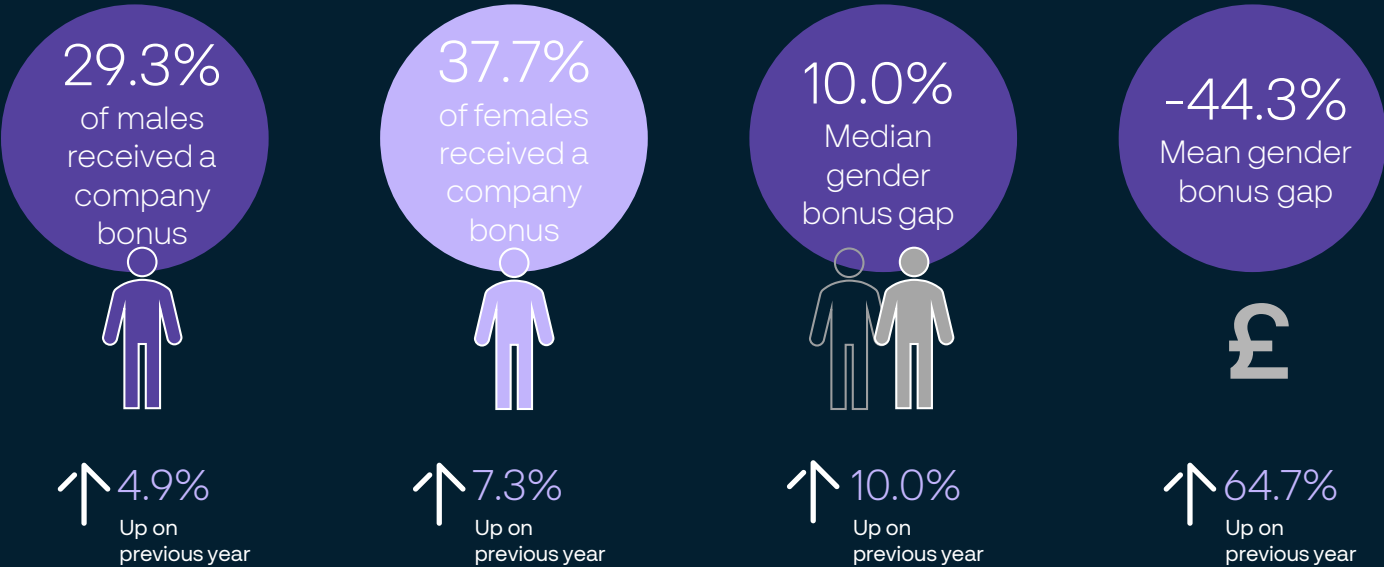


Bonus pay – gender profile

Securitas has a 10.0% gender pay gap in respect of the median for bonuses (a 10.0% change this year).

The gender pay gap in respect of the mean for bonuses this year is -44.3. This is a change from last year of 64.7%.

Factors affecting this variance include changes to the bonus scheme where commission is now available to a wider population.



Gender pay report findings

In the 2025 data (reported April 2026) there was no gender pay gap in favour of men at Securitas.

This is consistent with the 2024 data (reported in March 2025).

Overall, we have increased our mean gender pay gap and decreased our median 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, at the end of 2025, 83% of our employees were paid at least the Real Living Wage.

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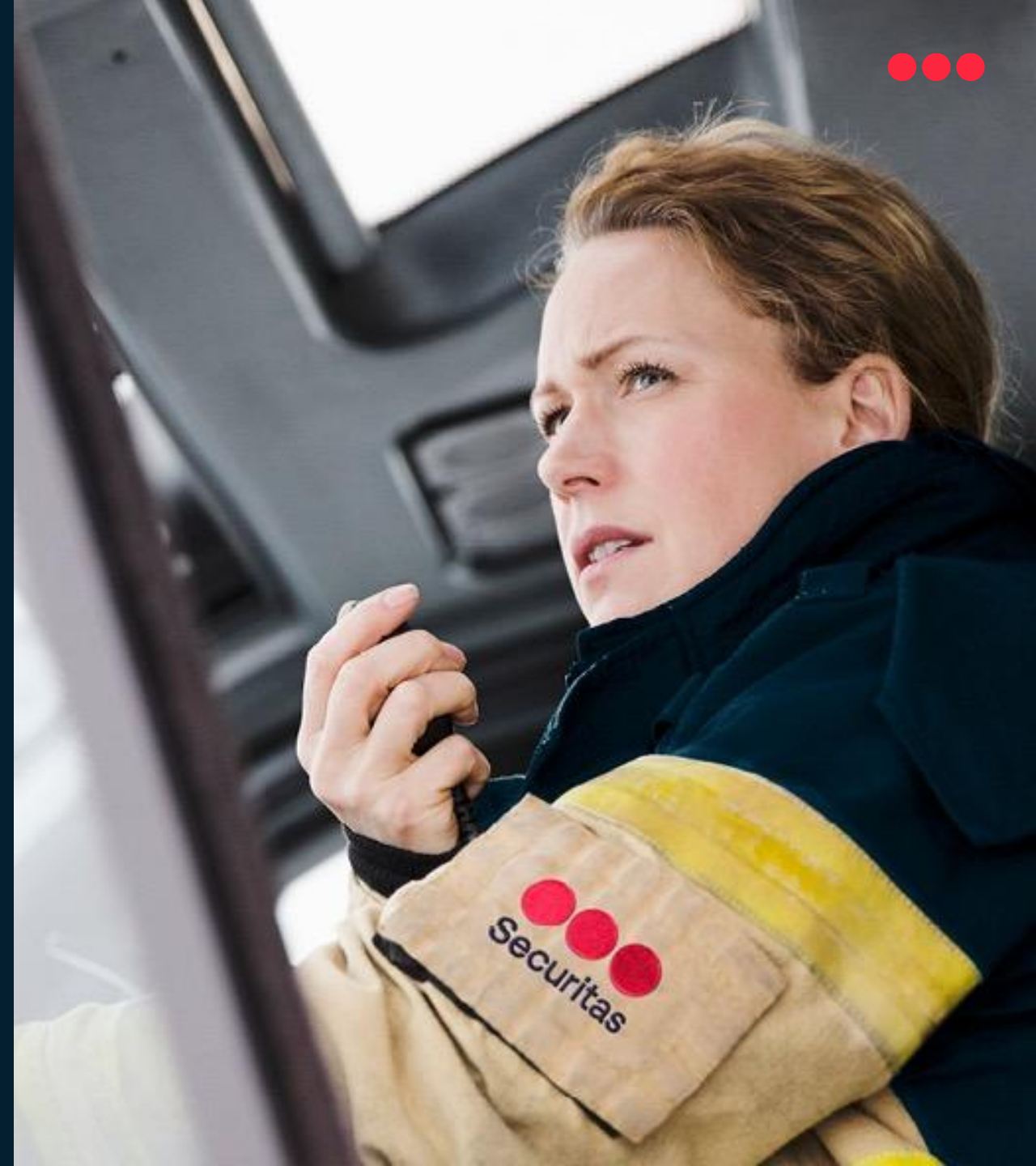


Addressing the gender pay gap

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:

- Our job evaluation and market review framework for indirect roles provides an objective basis for assessing positions according to the role requirements and market benchmarks, rather than personal factors. This supports fair, transparent, and consistent decision-making, ensuring roles are evaluated equitably across the business
- We use “gender decoder” software in recruitment to avoid gender bias
- Our accelerator programme has been effective in career development opportunities across people with protected characteristics, removing barriers.
- Our coaching & mentoring programme provides diverse experiences from a diverse group offering personalised insights & support to help employees navigate challenges & achieve their goals
- Achieving accreditation as a Top Employer every year since 2020 & in 2026 we achieved ‘Inclusive Hiring’
- Continuation of policies that predominantly impact women such as menopause support, enhanced maternity, pregnancy loss, pay & flexible working
- STEM programmes continue, providing internal development at lever 2 and 3 qualifications in engineering

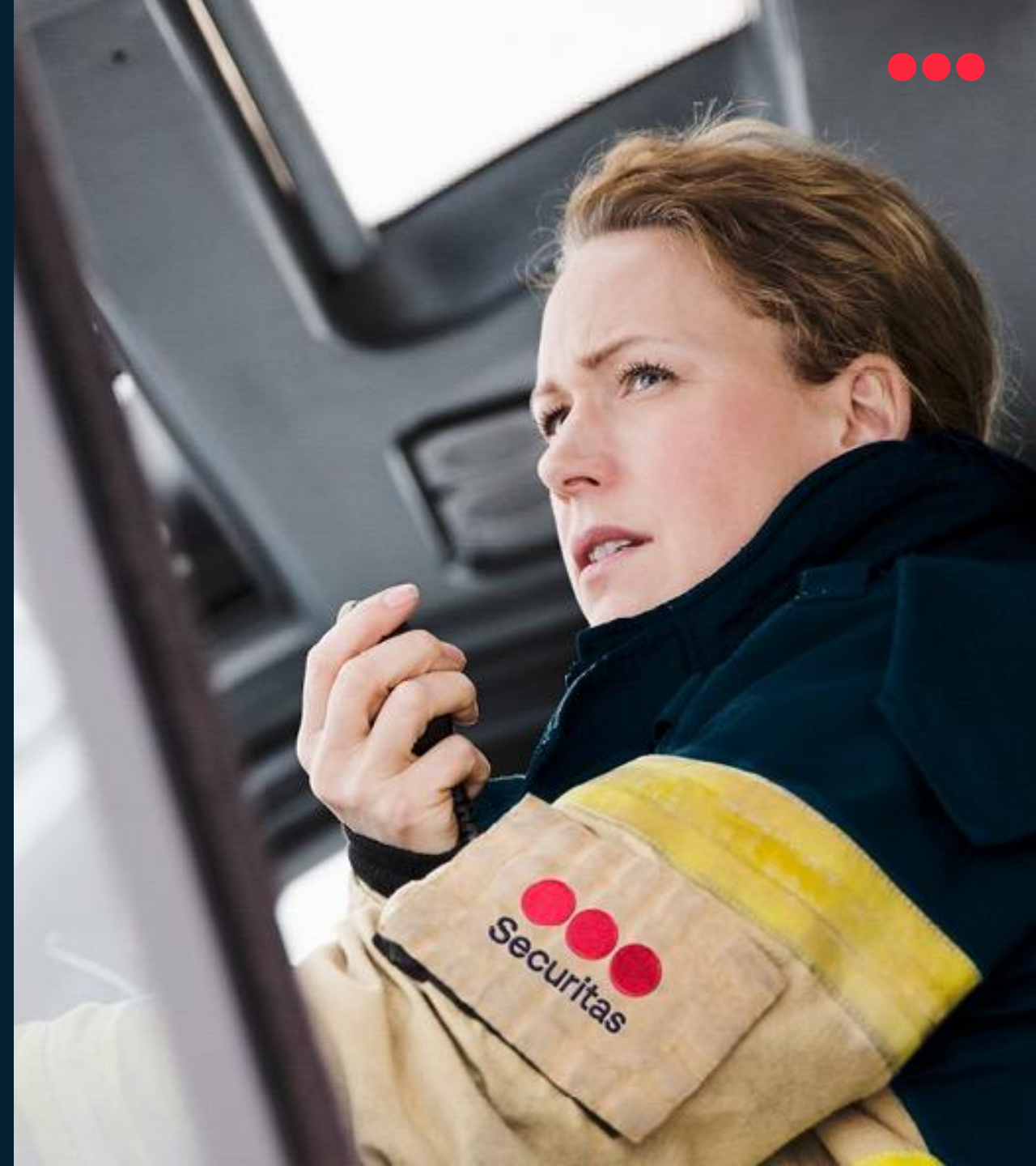


Addressing the gender pay gap

We have the highest level of females in senior leadership roles than ever before and our next steps are:

- Aspiration to increase the ratio of women at every level of our organisation
- Review of recruitment advertising, utilising data available to us, making our advertising more attractive to women and drawing attention to traits that are important of security roles of today
- Continue to roll out the job evaluation & market review tool for our direct & indirect roles, this will ensure that all jobs are evaluated consistently & fairly
- Sharing our STEM programme experience and expanding the programme in collaboration with Securitas Technology
- Utilising apprenticeships for parent, or menopause returners to the workplace - reviewing the utilisation of local learning centres (ensuring we consider how we can do something similar where there are different apprenticeship levy rules - Scotland and NI)
- Exploring whether there are any charities or companies that help women join the Security industry or return to the workplace that we could gift our apprenticeship levy to

Continue review and development of flexible working options and opportunities





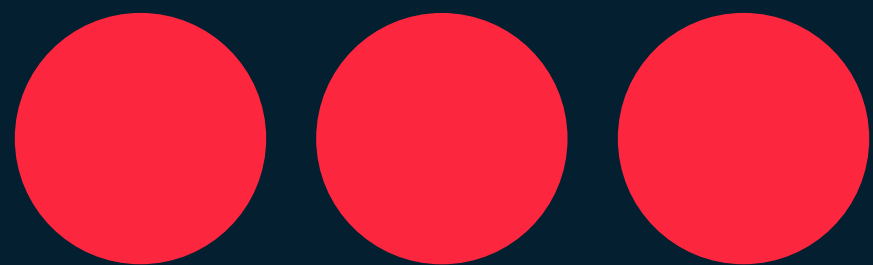
Our values

Guide us in our daily business

Integrity

Vigilance

Helpfulness



Securitas