



GENDER PAY GAP REPORT 2018



Gender Pay Gap Report Summary

Foreword

“In an industry well known for being male dominated, at Securitas we strive to ensure talent and desire are the only criteria for success. We believe that people really do make the difference and we strive to ensure gender parity and that our people are representative of the societies in which we operate.”

Grainne Kelly

Securitas Operation Centre & Human Resources
Director



Gender Pay Gap Report Summary

Introduction

Securitas is the leading protective services provider in the UK and committed to mitigating our customers risks. When analysing and identify risk, our approach ensures we are completely transparent as we believe it is only through transparency that change can be expedited. This report enables us to understand our position and ensure we are prepared to drive further inclusivity for women to progress in our industry.

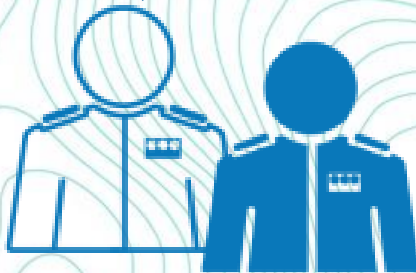
Securitas is steadfastly committed to equal opportunities and we believe the results of our statutory disclosures regarding gender statistics and pay data for 2017 reflects this on-going commitment.



What is the difference between equal pay and the gender pay gap?

Equal Pay

Men and Women
will be paid the
same for like work

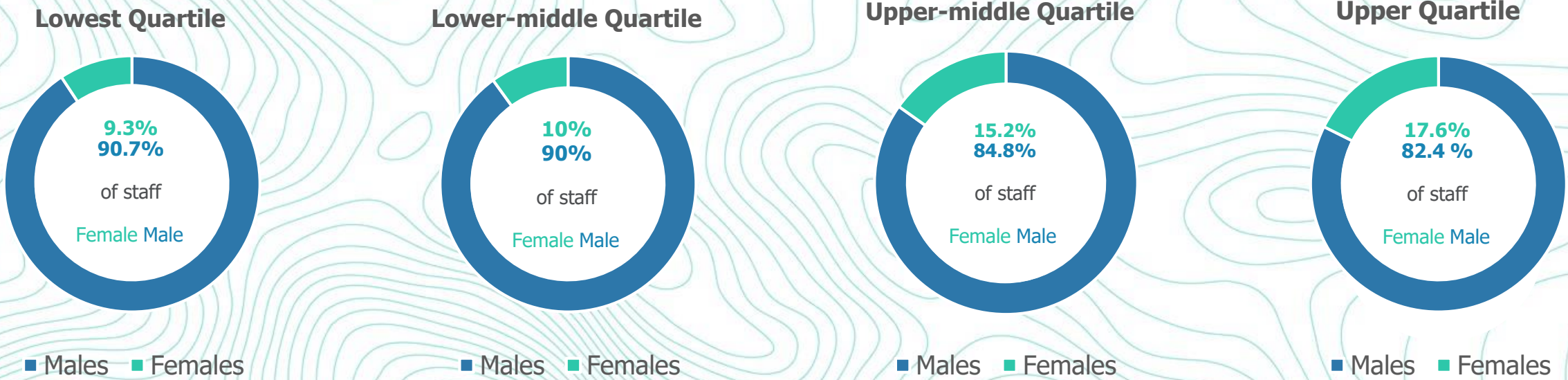


The Gender Pay Gap

Is the difference
between the gross
hourly earnings of
Men & Women



Pay Quartile – Gender Profile



The Median Gender Pay Gap by Quartiles

Lowest Quartile -0.5%

Lower middle Quartile 0.1%

Upper middle Quartile -0.4%

Upper Quartile -1.5%

Pay Quartile – Gender Pay Gap

The Gender Pay Gap is the difference between the gross hourly earnings of Men & Women

There is a 7.8% mean pay gap and a 6.5% median pay gap in favour of women.

The National
Median pay gap

18.4%*

*Provisional ONS 2017 results



Our Median
Gender pay gap

-6.5%

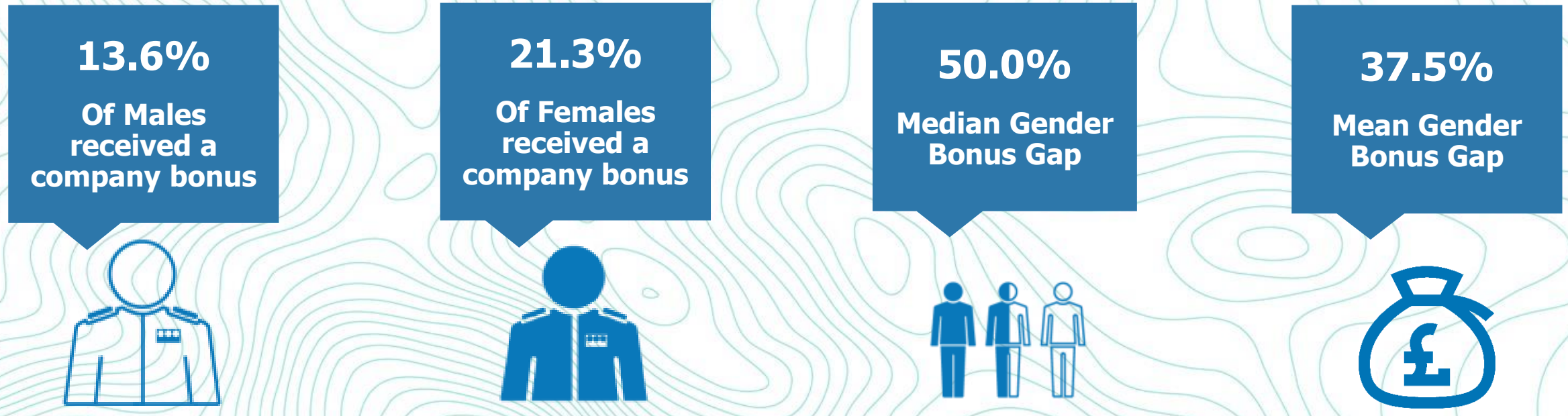


Our Mean
Gender pay gap

-7.8%



Bonus Pay – Gender Profile



Bonus Summary: We acknowledge that we have work to do regarding the gender pay gap in respect of bonuses. Our structured bonus scheme at Securitas applies predominately to frontline management and the executive. The majority of this management including the executive is made up of men, therefore the gap in pay arises out of the lower number of women in management at Securitas. There is an informal practice across the company of giving small discretionary reward vouchers to those not in the formal structured bonus scheme, and a higher percentage of women receive these rewards.

Gender Pay Report Findings

- We are happy to report that there is no gender pay gap at Securitas in favour of men. We do have a gender pay gap statistically in favour of women. However, we believe this gap can be explained by the disproportionate number of men in our frontline services employed over women. Our frontline service provides the majority of our workforce and are paid mostly in the lowest and lower middle quartile. The vast majority of women in the organisation work in support services. There is a large range of jobs which the women do for Securitas that means there is equally a large range of salaries that those women receive. In fact the majority of women in Securitas' workforce are employed in the highest quartile. It is the wide ranging nature of work that the women do, that creates the gap. Furthermore, we are committed to increasing our pay rates for our frontline staff and will be paying the Living Wage to our frontline staff by 2020. The living wage increase should go some way to redressing the current in balance in pay.
- There is a gender pay gap in respect of bonus payments. This is due to Securitas' bonus scheme being focused on management & executive roles. The lower numbers of female staff in management and executive roles means that the vast majority of female staff are not eligible to participate in the bonus scheme. However, Securitas' is working hard to increase female representation in management positions and expect year on year increase in parity as we recruit more female staff to management and executive roles.

What happens next...

Historically security has been a low paid industry that has mostly attracted men. We are at the forefront of working to change that statistic. We are already a National Living Wage Service Provider and have in place a full strategy to become a Living Wage Employer by 2020.

In addition, we have commenced a project to identify and implement strategies to attract high performing female staff. We are also identifying within our current female staff cohort those with the potential for fast tracked promotion and development. Running in parallel with this project, we will be implementing a mentoring program applicable to all, but focused on coaching and developing our female staff into positions of seniority.

Securitas recognises there is a wider requirement to change the perception of the security industry to attract more women and is dedicated in its support toward this objective. All vacancies are as a minimum advertised on our website and across the board on national websites that have wide ranging appeal.





OUR VALUES GUIDE US IN OUR DAILY BUSINESS

Integrity | Vigilance | Helpfulness

