

2024

# 2023 Gender Pay Gap Report



# About us

Founded in 1934 in Sweden, Securitas operates in 48 markets around the world, with over 355,000 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 48 markets and our innovative, data-driven approach makes us a trusted partner to many of the world's best-known companies.

Our 355 000 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.

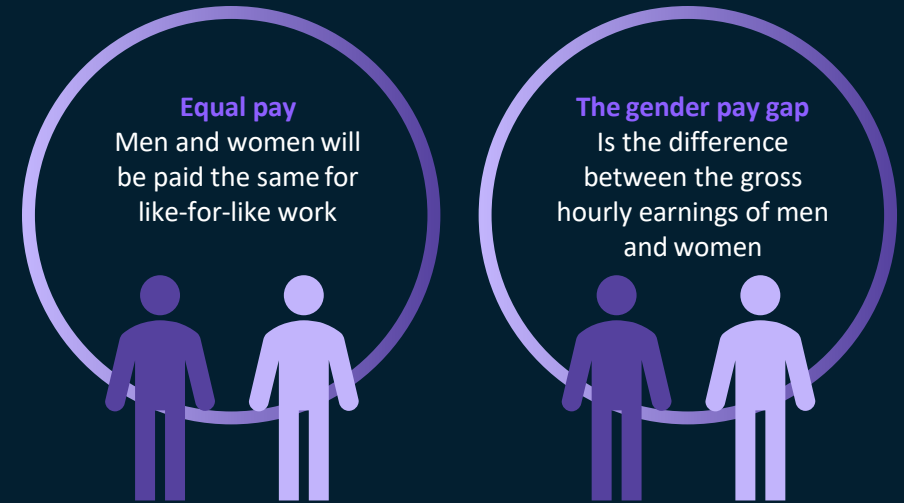
We are an inclusive employer, working towards a fully gender-balanced workforce, which represents all the communities that we serve.

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



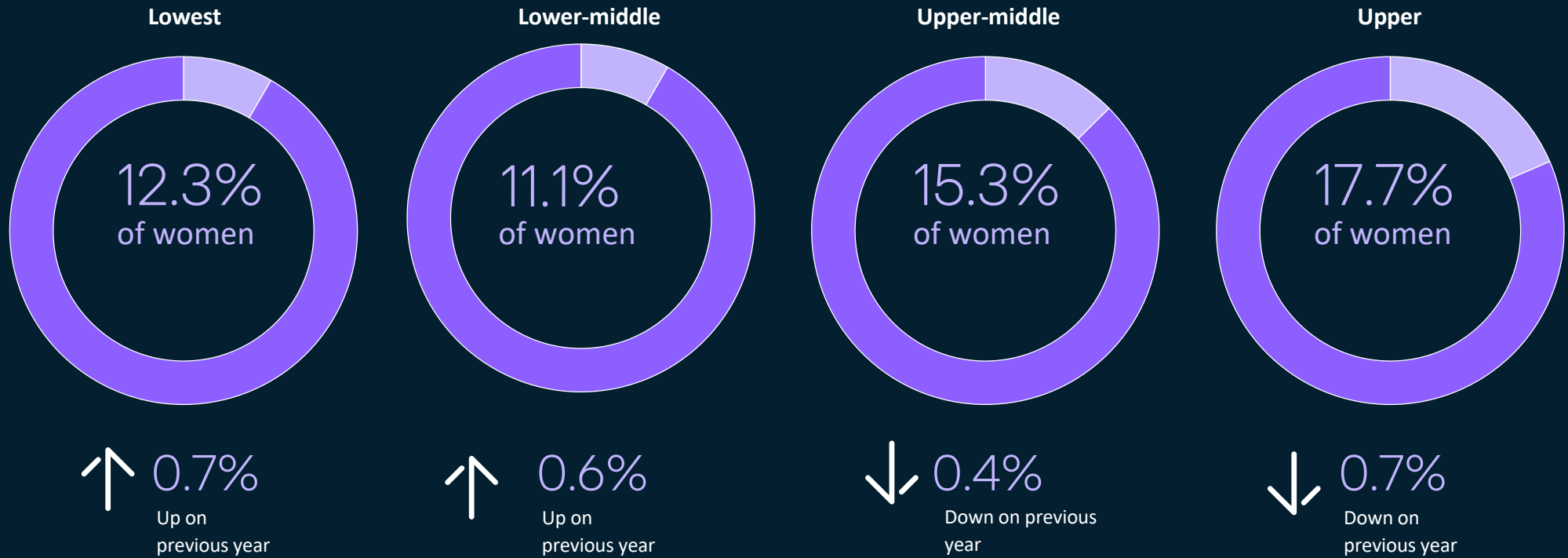
↓ 0.6% Overall, there has been a 0.6% drop in the national median pay gap since last year

♀ 4.3% At Securitas, there is a 4.3% mean pay gap and a 3.8% median pay gap in favour of women

↑ 0.1% Our mean pay gap, whilst still in favour of women, has increased by 0.1% since last year



# Pay quartile – gender profile 2023



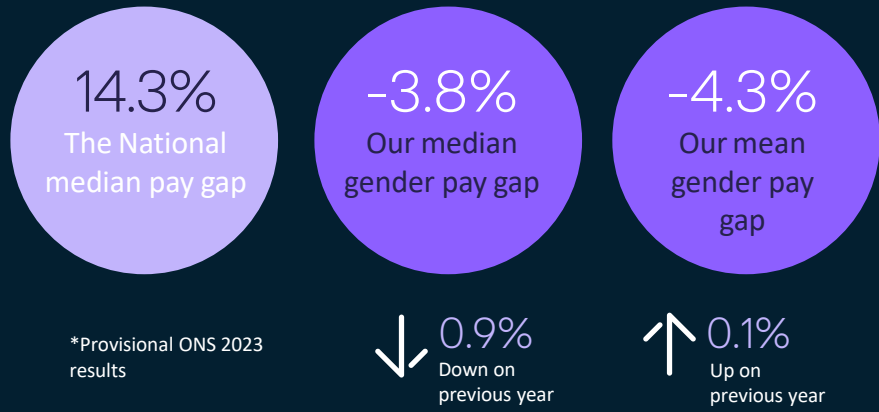
**The median gender pay gap by quartiles**

Lowest quartile 0.4%  
Lower middle quartile 0.4% Upper middle quartile -0.6% Upper quartile 1.3%





# Pay quartile – gender pay gap



\*Provisional ONS 2023 results

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

Overall, there has been a 0.6% drop in the National median pay gap.

At Securitas, there is a 4.3% mean pay gap and a 3.8% median pay gap in favour of women.

Our mean pay gap is still in favour of women.



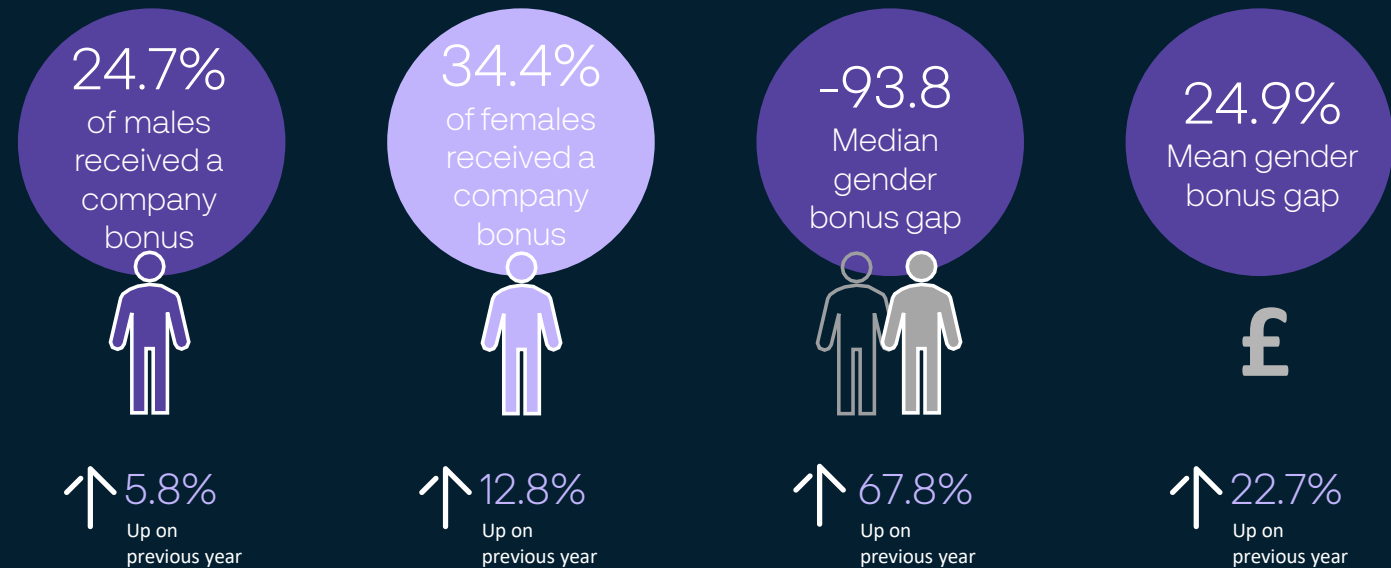


# Bonus pay – gender profile

Securitas has a -93.8% gender pay gap in respect of the median for bonuses (a 67.8% change this year).

The gender pay gap in respect of the mean for bonuses this year is 24.9%. This was a significant change from last year which was 2.2% in favour of women.

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 2023 data (reported April 2024) there was no gender pay gap in favour of men at Securitas.

This is consistent with the 2022 data (reported in March 2023.)

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 2023, 76% of our employees were paid at least the real Living Wage.

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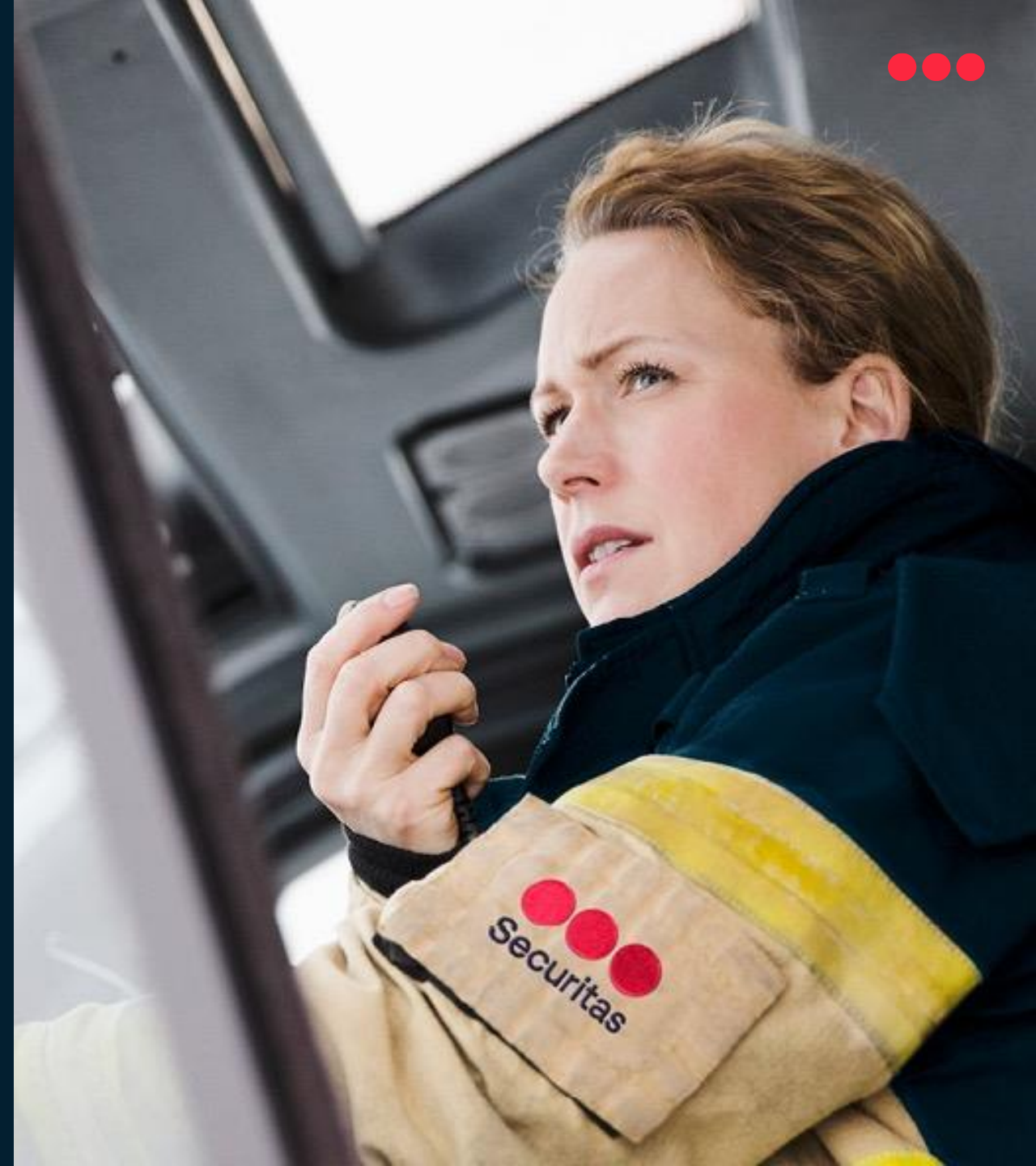


# Addressing the gender pay gap

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:

- 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, 2021, 2022 and 2023 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