



# GENDER PAY GAP REPORT

•  
April 2020



## About Securitas

Founded in 1934 in Sweden, Securitas operates in 56 countries around the world, with over 370,000 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.

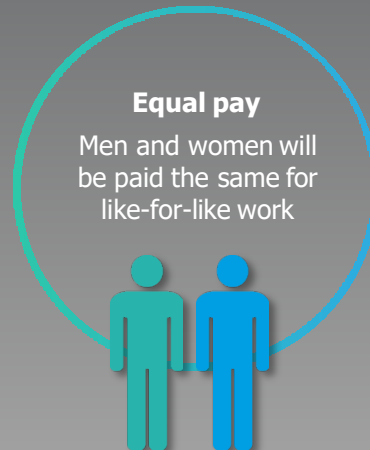
These commitments, reinforced by our strong values, are embedded in our day-to-day working practices with our people, clients and partners. As an inclusive, gender-balanced employer, we want to represent all the communities that we serve.

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

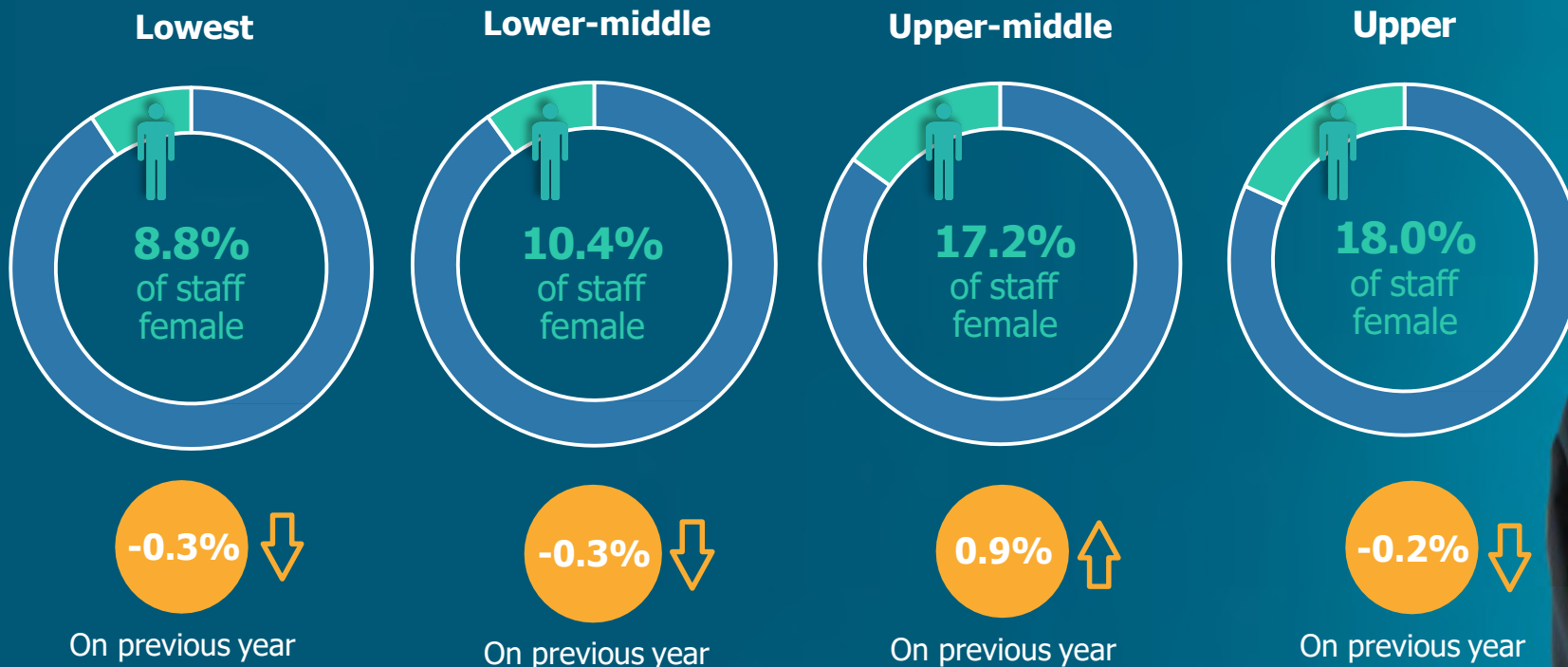


Overall, there has been a **0.6%** drop in **the national median pay gap**.

At Securitas, there is a **4.0 % mean pay gap** and a **5.8 % median pay gap** in favour of women.

Our mean pay gap, whilst still in favour of women, has improved by 1.7% and brings us closer to achieving **gender equal pay**.

# Pay quartile – gender profile 2019



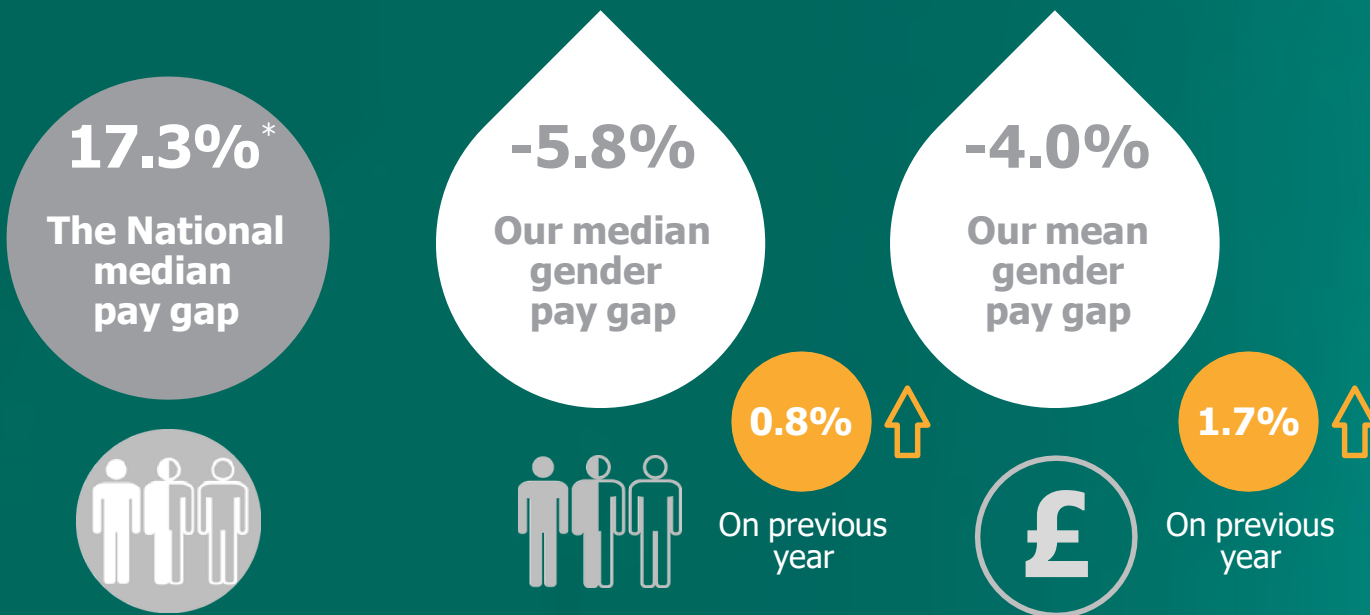
## The median gender pay gap by quartiles

- Lowest quartile 0.0%
- Lower middle quartile -0.6%
- Upper middle quartile 0.4%
- Upper quartile -1.3%





# Pay quartile – gender pay gap



\*Provisional ONS 2019 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 **4.0% mean pay gap** and a **5.8% median pay gap** in favour of women.

Our mean pay gap, whilst still in favour of women, has improved by 1.7% and brings us closer to achieving **gender equal pay**.



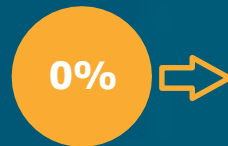
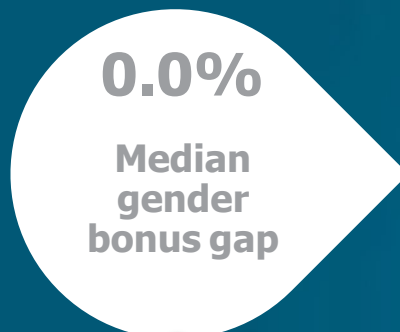
# Bonus pay – gender profile



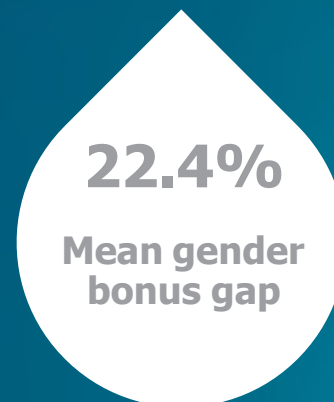
On previous year



On previous year



On previous year



On previous year

Securitas has no gender pay gap in respect of the **median for bonuses** which reflects a **0% change**.

The gender pay gap in respect of the **mean for bonuses** remains significant at **22.4%**. 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, or the same grade, are ineligible for a bonus; there is a higher proportion of women in these roles.

We have made progress by decreasing the gender pay gap in respect of bonuses in 2019, however we acknowledge we have more to do.





## Gender pay report findings

In the 2019 data (reported April 2020) there was no gender pay gap in favour of men at Securitas. This is consistent with the 2018 data (reported in April 2019.)

Overall, we have decreased our gender pay gap and created greater pay equality, however 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 2019, 59% of our employees were paid at least the real Living Wage.



## Addressing the gender pay gap

In 2018 we outlined the actions we would take in 2019 and beyond to address our gender pay gap.

In addition to our commitment to attract and acquire people from a wide range of backgrounds we have:

- **updated** our digital channels and recruitment advertising to reflect our diverse workforce
- **advertised** all our vacancies on the website
- **designed** a career development programme for all Securitas employees
- **worked** to recruit more women into senior roles
- **been accredited** as a Top Employer 2020 following a rigorous process designed to help us deliver best practice
- **appointed** a diversity programme team to define our approach to becoming a truly gender-neutral organisation.







# OUR VALUES GUIDE US IN OUR DAILY BUSINESS

Integrity | Vigilance | Helpfulness

