

SECURITAS TECHNOLOGY UK

2024 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.

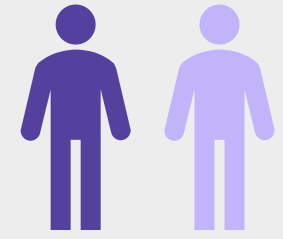
We are an inclusive employer, working towards a fully gender-balanced workforce, which represents all the communities that we serve.

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.

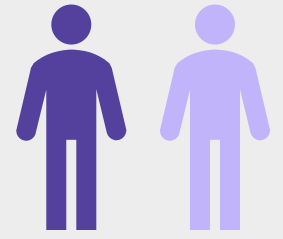
This report provides details of the required statutory disclosures regarding gender statistics and pay data.

Amina Ali (Chartered MCIPD)
Human Resources Leader, Securitas Technology UK

Equal pay
Men and women will be paid the same for like-for-like work



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



↓ 1.2%

Overall, there has been a 1.2% **drop** in the **national median pay gap** since last year

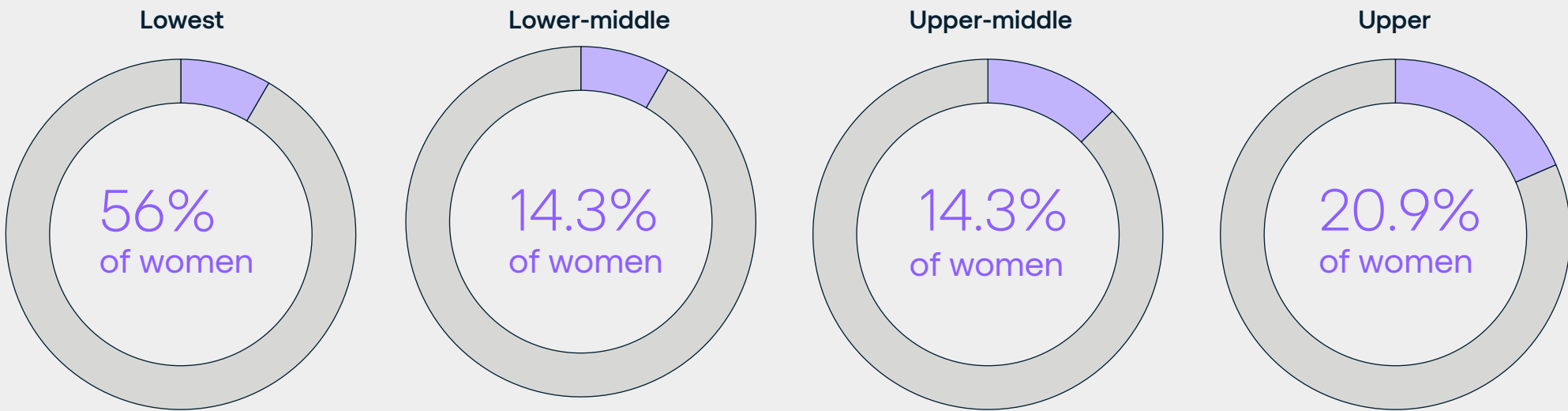
♀ 16.1%

At Securitas Technology, there is a 16.1% **mean pay gap** and a 29.2% **median pay gap**

↓ 6.2%

Our mean pay gap has decreased by 6.2 % **since last year**

Pay quartile – gender profile 2024



The median gender
pay gap by quartiles
Lowest quartile -1.3%
Lower middle quartile 8.2%
Upper middle quartile 0.5%
Upper quartile -19.7%

Pay quartile – gender profile 2024

13.1%

The National
median pay
gap

*Provisional ONS
2024 results

29.2%

Our median
gender pay
gap

↑ 6.1%
Up on
previous year

16.1%

Our mean
gender pay
gap

↓ 6.2%
Down on
previous year

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

Overall, there has been a 1.2% drop in the National median pay gap.

At Securitas Technology, there is a 16.1% mean pay gap and a 29.2% median pay gap.

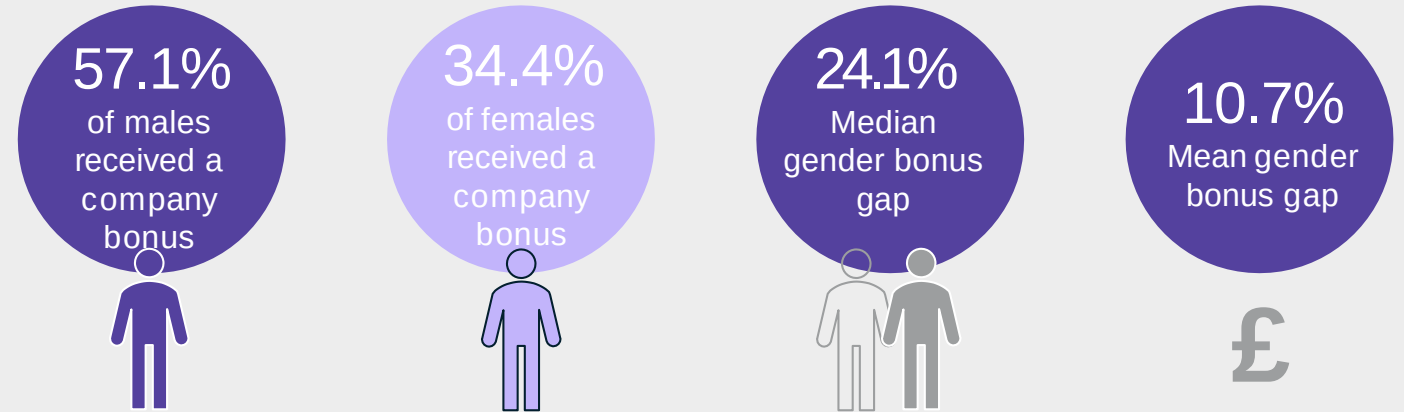
Our mean pay gap has decreased by 6.2%



Bonus pay – gender profile

Securitas Technology has a 24.1% gender pay gap in respect of the median for bonuses.

The gender pay gap in respect of the mean for bonuses has decreased this year to 10.7%. This was a significant change from last year which was 49.6%.



Gender pay Report findings

The snapshot date of 5th April 2024; was the first full year for the organisation, as part of Securitas, following the acquisition in July 2022.

The organisation is continuing to transition and transform.

The findings show that the business has been able to decrease the mean pay gap by 6.2% versus prior year.

The gender pay gap in respect of the mean for bonuses has decreased to 10.7%. This was a significant change from last year which was 49.6%.



Addressing the gender pay gap

Recruiting, retaining and nurturing the best talent is paramount to the achievement of our company's vision. We seek to provide fair compensation, reward performance and celebrate achievement while ensuring our people's goals, development and learning are aligned with the company's growth objectives and our Purpose and Values.

The senior leadership team are aware of the pay gap and is committed to taking actions to reduce it. The company will focus on this over the next few years; measures are already in place to start to reduce the gender pay gap, which will need time to take effect before an impact is made.

Adam Norris
General Manager
Securitas Technology UK
Proprietary and Confidential



A woman with curly brown hair, wearing a white button-down shirt, is smiling and looking towards two men. The man on the left is partially visible, wearing a dark sweater. The man on the right is also partially visible, wearing a dark shirt. They appear to be in a professional setting, possibly an office, with a blurred background.

Our values

Guide us in our daily business

Integrity

Vigilance

Helpfulness



Securitas Technology

