

SECURITAS TECHNOLOGY UK

# 2022 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.

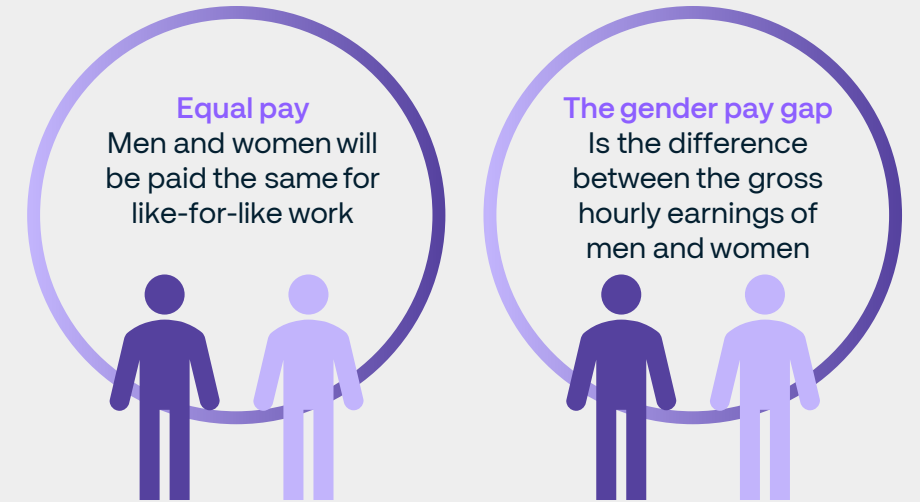
We are an inclusive employer, working towards a fully gender-balanced workforce, which represents all the communities that we serve.

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.

We acquired this business in July 2022, the data that we are reporting on is from a time when Securitas did not own this

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



↓ 0.5%

Overall, there has been a 0.5% drop in the national median pay gap since last year

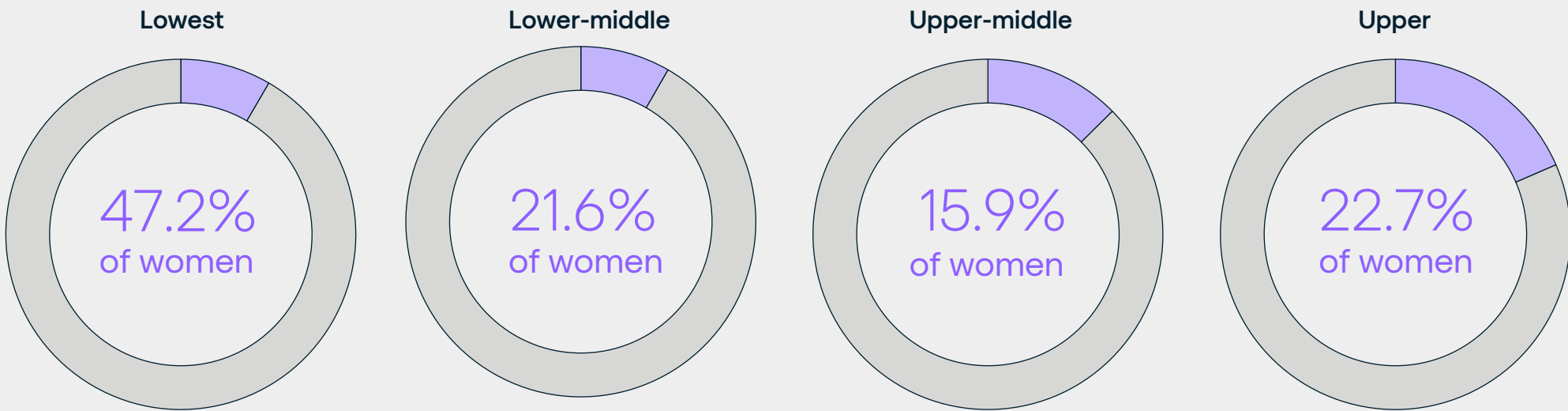
♀ 26.6%

At Securitas Technology, there is a 26.6% mean pay gap and a 22.6% median pay gap

↓ 4.7%

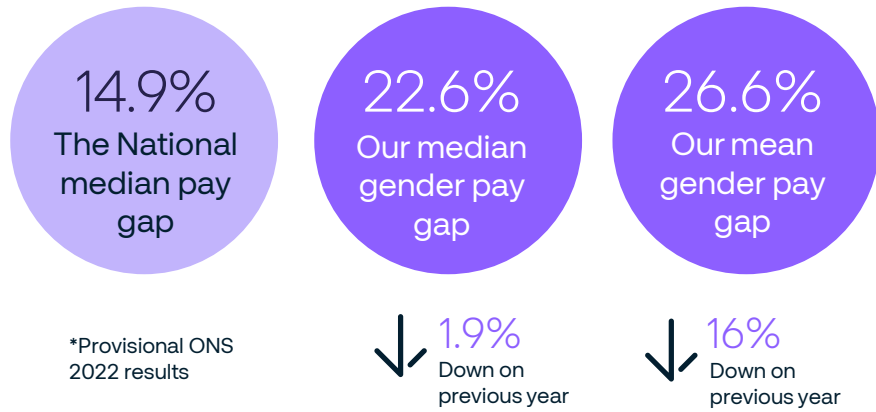
Our mean pay gap has decreased by 16 % since last year

# Pay quartile – gender profile 2022



The median gender  
pay gap by quartiles  
Lowest quartile 2.4%  
Lower middle quartile 6.2%  
Upper middle quartile -2.4%  
Upper quartile 7.4%

# Pay quartile – gender profile 2022



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

Overall, there has been a 0.1% drop in the National median pay gap.

At Securitas Technology, there is a 26.6% mean pay gap and a 22.6% median pay gap.

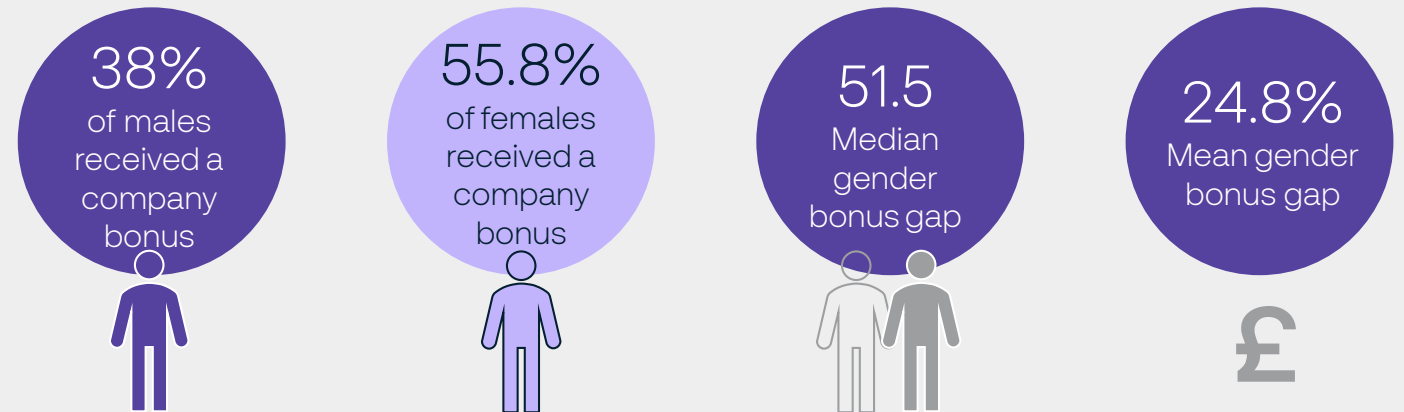
Our mean pay gap has decreased by 16%.



# Bonus pay – gender profile

Securitas Technology has a 51.5% gender pay gap in respect of the median for bonuses (a 0.5% change this year).

The gender pay gap in respect of the mean for bonuses has improved this year to 24.8%. This was a significant change from last year which was 69.7%.





# Gender pay Report findings

On the snapshot date of 5<sup>th</sup> April 2022 this was not part of Securitas. We are currently in a transition process.

Overall, we have decreased the gender pay gap from data produced in 2021 and reported in 2022.



# Addressing the gender pay gap

We are in a transition process and are working towards achieving a gender balanced workforce and attracting people from a wide range of diverse backgrounds.



A photograph of three business professionals in a meeting. On the left, a man with a beard and blue eyes looks towards the center. In the middle, a woman with curly brown hair smiles and looks towards the right. On the right, a man with a beard is partially visible, looking towards the center. They are in a bright, modern office setting with large windows in the background.

# Our values

Guide us in our daily business

Integrity

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Vigilance

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Helpfulness

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# Securitas Technology

