

SECURITAS TECHNOLOGY UK

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.

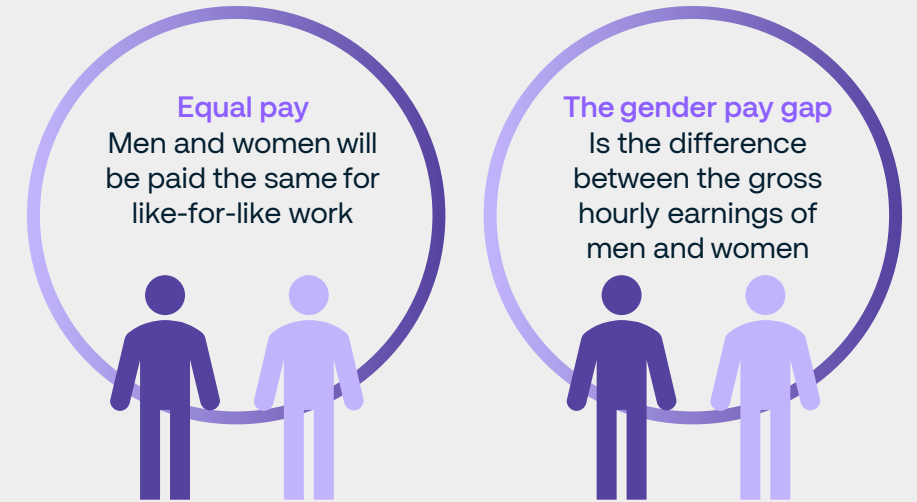
We are an inclusive employer, working towards a fully gender-balanced workforce, which represents all the communities that we serve.

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.

We acquired this business in July 2022. The data that we are reporting on is from a time when the organisation was yet to implement many of the changes that it has since been through and does not accurately reflect the organisation as it is today.

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

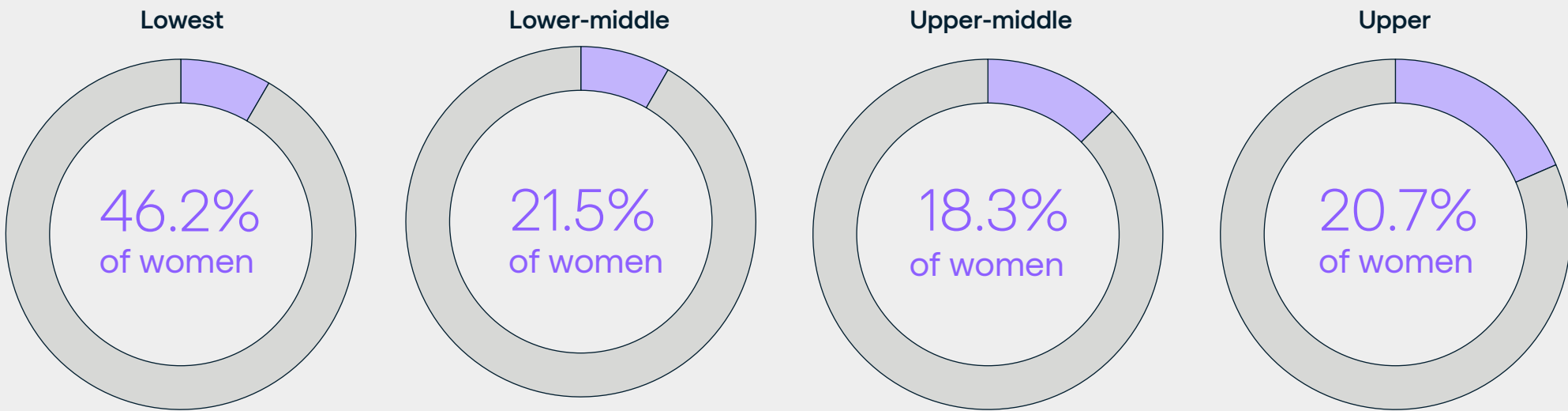
♀ 22.3%

At Securitas Technology, there is a 22.3% **mean pay gap** and a 23.1% **median pay gap**

↓ 4.3%

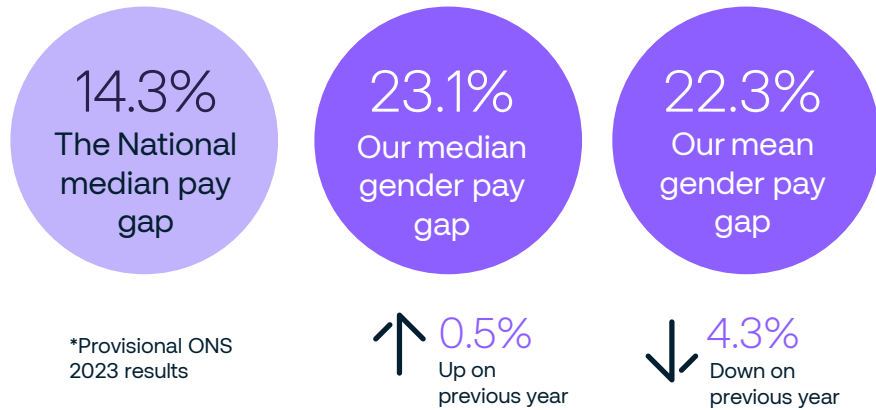
Our mean pay gap has decreased by 4.3% **since last year**

Pay quartile – gender profile 2023



The median gender
pay gap by quartiles
Lowest quartile -2.4%
Lower middle quartile 8.9%
Upper middle quartile -3.3%
Upper quartile 5%

Pay quartile – gender profile 2023



*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 Technology, there is a 22.3% mean pay gap and a 23.1% median pay gap.

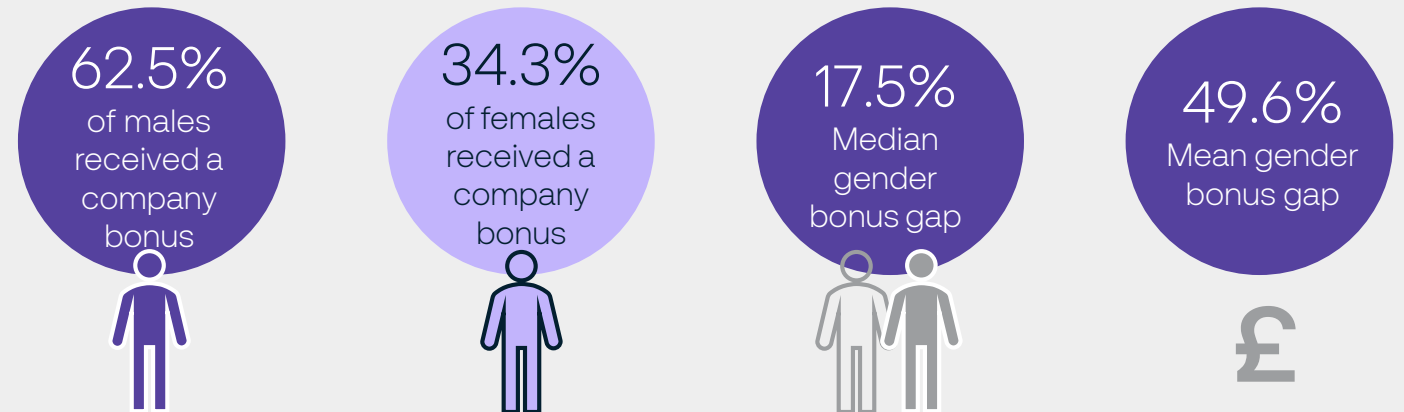
Our mean pay gap has decreased by 4.3%.



Bonus pay – gender profile

Securitas Technology has a 17.5% gender pay gap in respect of the median for bonuses (a 34% decrease this year).

The gender pay gap in respect of the mean for bonuses has improved this year to 49.6%. This was a significant change from last year which was 24.8%.



Gender pay Report findings

On the snapshot date of 5th April 2023, this was the first full year as part of Securitas. We are still currently in a transition process.



Addressing the gender pay gap

As part of our on-going commitment, there have been a number of changes across the organisation at all levels to ensure we 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 an office setting. 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. The background is a bright, out-of-focus office interior with large windows.

Our values

Guide us in our daily business

Integrity

Vigilance

Helpfulness

Securitas Technology

