

# Gender Pay Gap Report

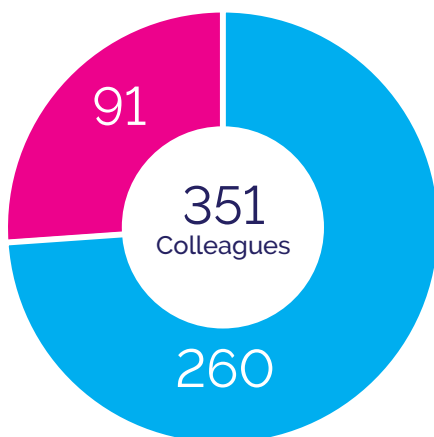
April 2023

Argenbright Security Europe Limited ("ASEL") and its subsidiaries are a privately owned group and is a provider of security services in the UK, Ireland, and Europe.



## OUR COLLEAGUES

The data in this report is a snapshot as of 5th April 2023, showing data of full pay relevant colleagues for this period, and includes the following:



■ Females    
 ■ Males

At ASEL, everyone is paid for the role they have in the team and their performance in that role. Some external factors can affect employee remuneration. These factors include customer and site-based pay variances, previous TUPE entitlements and, on some contracts, national living wage values.

## DATA VARIANCES

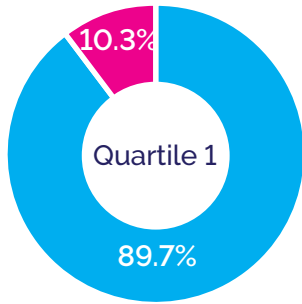
ASEL data has been compiled for the first year from Salaried staff and Engineers which have TUPE transferred from The Protector Group Limited and Amberstone Security Limited.

ASEL is an Equal Pay Employer – men and women performing equal work receive equal pay. ASEL does have a Gender Pay Gap – males are more highly represented in the upper quartiles of pay in comparison to females. This is purely based on the security market being a male-dominated environment and the senior leaders being male.

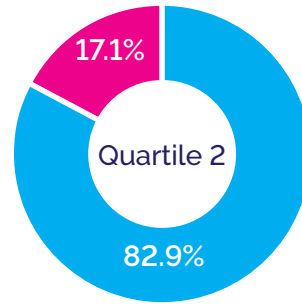
We will continually explore how we can close any gaps found within our organisation to create more gender balance, given that we have more men than women. We practice equal opportunities, and we firmly believe in appointing the best candidate for a role, regardless of their gender or any other factors covered by the Equality Act.

## PAY QUANTILES

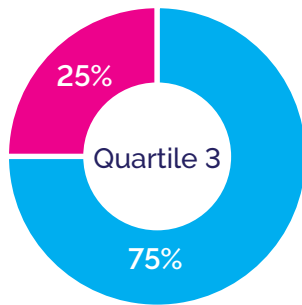
The proportion of male and female employees are split into quartile bands based on ordinary hourly pay ranges.



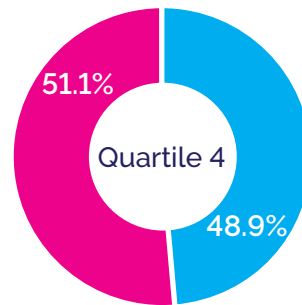
**UPPER**  
10.3% of colleagues are female



**UPPER-MIDDLE**  
17.1% of colleagues are female



**LOWER-MIDDLE**  
25% of colleagues are female



**LOWER**  
51.1% of colleagues are female

**MEDIAN PAY** The median pay gap is in favour of males as females are paid 22.9% less than males.



**MEDIAN PAY GAP**  
On average, for every £1 a man is paid a woman is paid £0.77

**MEAN PAY** On average, women's mean hourly pay is 25.0% less than men's.



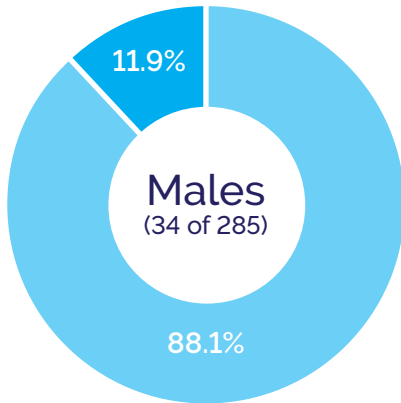
**MEAN PAY GAP**  
On average, for every £1 a man is paid a woman is paid £0.75

## BONUS PAYMENTS

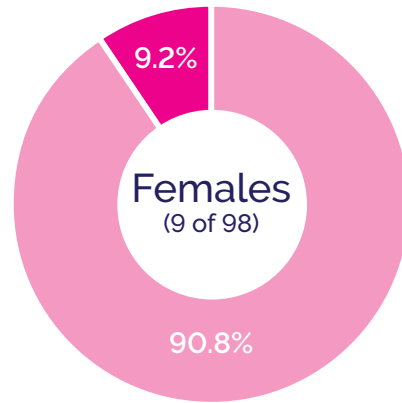
Bonus payments include bonus and commission schemes. 11.9% of males (34 of 285 males) and 9.2% of females (9 of 98 females) were paid bonuses.

The range of bonuses vary, due to the inclusion of sales commission paid to the male dominated sales team and bonuses paid to business leaders. There is equal pay within the leadership and sales team, with all members paid in-line with commission structures paying high performers. Our bonus incentives are based on performance and do not favour gender.

Males are proportionately more likely to be paid a bonus than females.



**MALE**  
11.9% of males  
were paid bonuses



**FEMALE**  
9.2% of females  
were paid bonuses

**MEDIAN BONUS** When using the median, women receive 32.2% less bonus pay than men.



**MEDIAN BONUS GAP**  
For every £1 bonus pay a man is  
paid a woman receives £0.68

**MEAN BONUS** On average women are paid 7.8% less in bonus pay than men.



**MEAN BONUS GAP**  
On average, for every £1 bonus pay a man  
is paid a woman receives £0.92