# Gender Pay Gap Report

# 2020

## 1ST FEBRUARY 2020

**Universal Security Limited**
**Stuart Kedward**
**Director**

# Introduction

Universal Security Limited are pleased to be able to share our gender pay gap information for 2020.  We view this information as central to the discussions we have with our people, customers and stakeholders.

Our median gender pay gap of -4.26% is comparatively low and this is driven by the fact that many colleagues included in the calculations are paid at an hourly rate which is fixed by our customers.  As is common throughout our industry sector, there are a higher proportion of men than women, operating within it, but the customer driven hourly pay rates lead to a low gender pay gap.

*I confirm the information and data reported is accurate as of 5ᵗʰ April 2019*


*James Blake-Baldwin – Managing Director*

Diversity and inclusion are the cornerstones of our people strategy and understanding the rationale behind the gender pay gap means we strive to continually improve in these areas.

We will continue to support industry initiatives such as Women in Security to help impact change within the sector.
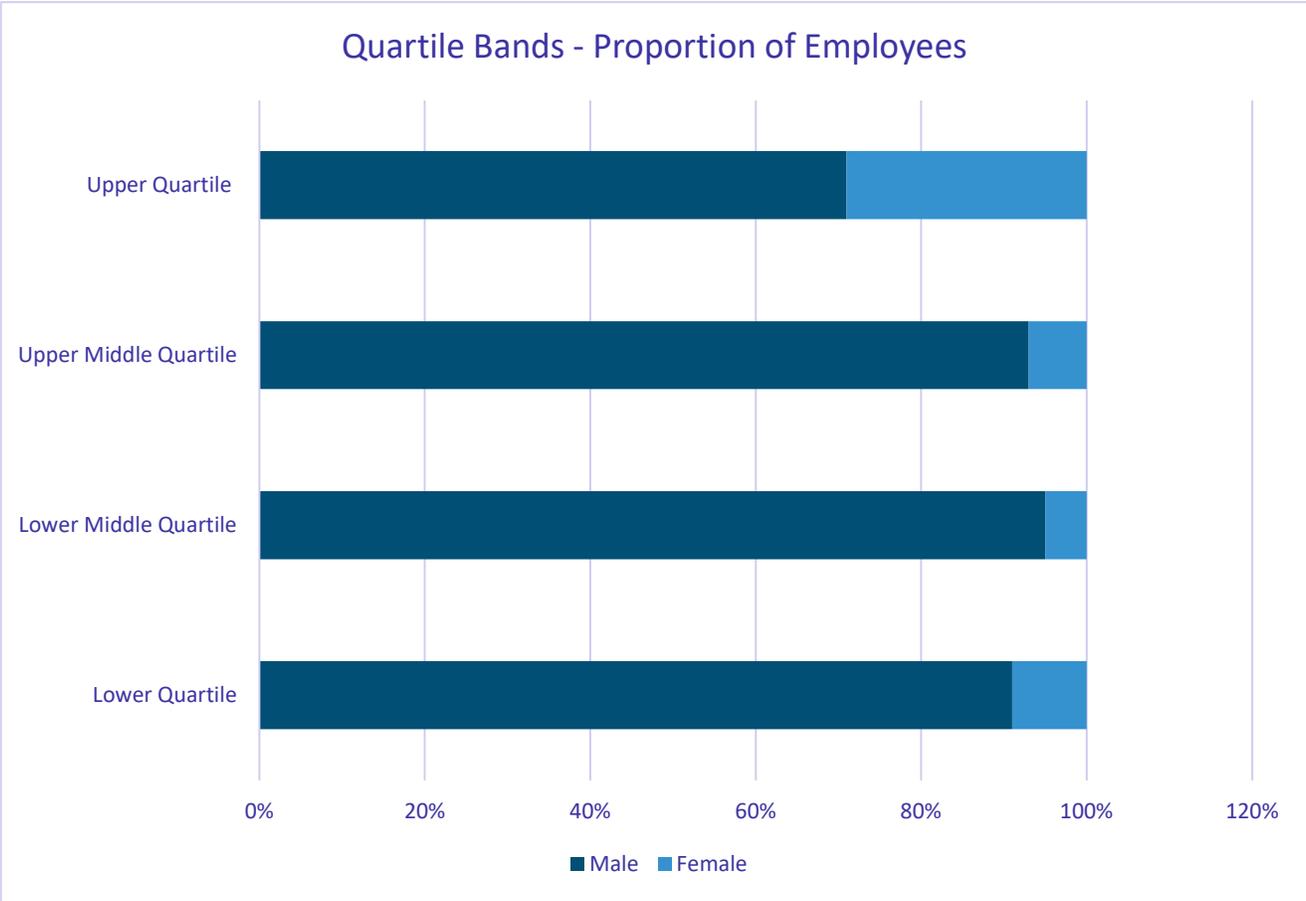
# 2019 - Gender Pay Information

## All hourly paid and salaried employees

To comply with the Gender Pay Gap Regulations, as we employ more than 250 staff we have a legal requirement to report gender pay gap information. We have provided data on all of our employees as required by the Regulations.
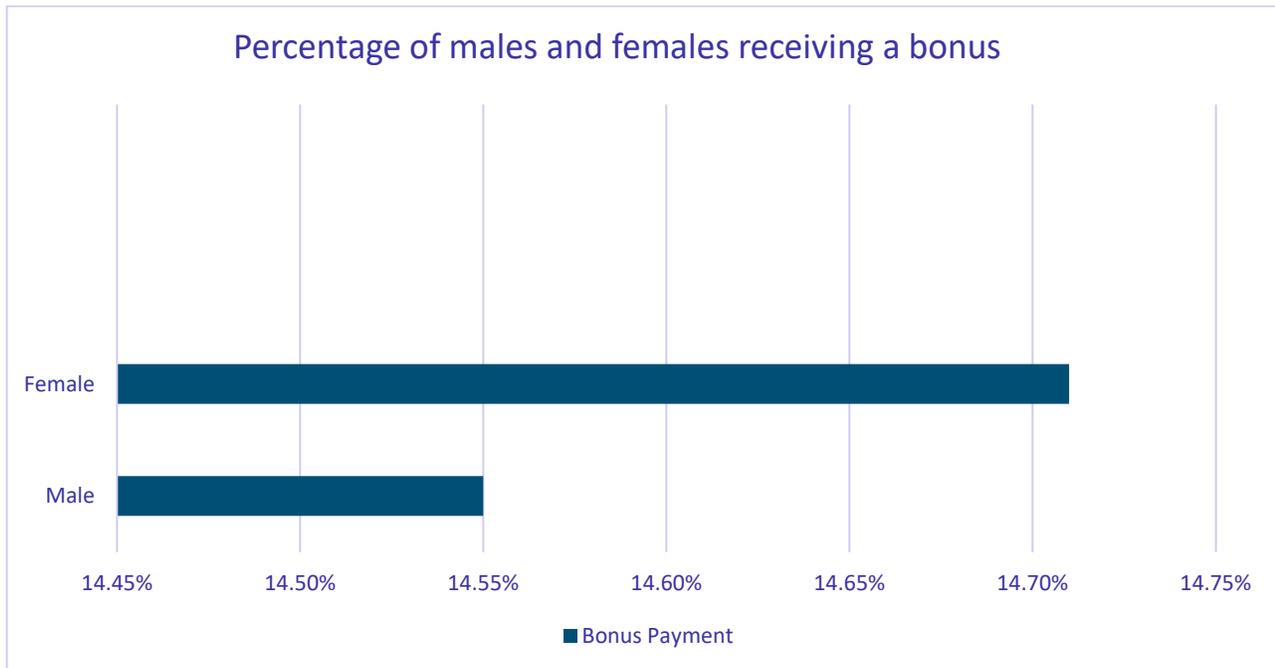
**Hourly Rate of Pay**

**Median**

**-4.26%**

**Mean**

**-9.81%**

Quartile Bands - Proportion of Employees

| | Male | Female |
|---|---|---|
| Upper Quartile | | |
| Upper Middle Quartile | | |
| Lower Middle Quartile | | |
| Lower Quartile | | |

0%  20%  40%  60%  80%  100%  120%

■ Male  ■ Female

# Bonus pay differences between men and women

**Median**

**6.91%**

**Mean**

**13.52%**

### Percentage of males and females receiving a bonus



Female | Male

14.45%   14.50%   14.55%   14.60%   14.65%   14.70%   14.75%

■ Bonus Payment

Our median gender pay gap is below the national average for reasons explained earlier in this report, namely that our colleagues work on customer sites and are generally paid fixed hourly rates, which are determined by our customers.  Bonuses, where paid, are also determined by our customers.

We are actively working to increase the number of women in our workforce.