

## 2018 to 2019 Gender Pay Gap Report

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### Women's hourly rate is

**21.2%**  
HIGHER  
(mean)

**27.9%**  
HIGHER  
(Median)

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### Pay Quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

**90%**  
MEN

**10%**  
WOMEN

Upper middle quartile

**95%**  
MEN

**5%**  
WOMEN

Lower middle quartile

**91%**  
MEN

**3%**  
WOMEN

Lower quartile

**100%**  
MEN

**0%**  
WOMEN

Women's bonus pay is

**0%**  
HIGHER  
(mean)

**0%**  
HIGHER  
(median)

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Who received Bonus Pay

**23%**  
OF MEN

**0%**  
OF WOMEN

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## **2018 to 2019 Gender Pay Gap Report**

Gender pay gap is a measure of the difference between men and women's average earnings across an organisation. All full pay relevant employees are included in the calculations and this is then expressed as a percentage of men's earnings. Having a gender pay gap does not automatically mean there is an equal pay issue, there are a number of reasons for a gender pay gap, for instance when particular roles are dominated by a single sex; a very relevant example for H & M Security Services Limited.

The regulations now require us to report on pay quartiles as well as the differences in mean (average) and median (middle ranked) hourly rates and bonus payments. The pay quartile calculations show the male to female split of our workforce in each pay quartile. It was established by ranking employees by hourly pay rates then dividing them into quartile groups, following which the proportions of men and women in each were calculated. All statistics were compiled using the standard methodologies set out in the Regulations based on a "snapshot date" of 5 April 2019.

The vast majority of our employees are based on sites providing physical security. Each site has a set rate of pay regardless of gender, and so the differences in average pay shown in the figures relate to females working in administrative posts and the difference in rates on individual sites.

As an organisation we look to recruit individuals based on capability, not on gender. We recognise that our industry is very male dominated, but we do have women represented at all levels in the Company.