

## 2019 to 2020 Gender Pay Gap Report

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### Women's hourly rate is

**29.1%**  
HIGHER  
(mean)

**10.7%**  
HIGHER  
(Median)

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### Pay Quartiles

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

Top quartile

**84%**  
MEN

**16%**  
WOMEN

Upper middle quartile

**92%**  
MEN

**8%**  
WOMEN

Lower middle quartile

**94%**  
MEN

**6%**  
WOMEN

Lower quartile

**100%**  
MEN

**0%**  
WOMEN

Women's bonus pay is

**N/A%**  
HIGHER  
(mean)

**N/A%**  
HIGHER  
(median)

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Who received Bonus Pay

**0%**  
OF MEN

**0%**  
OF WOMEN

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## Gender Pay Gap Report

### **Pay Gap calculations**

Gender pay gap calculations are based on payroll data drawn from a specific date each year. The gender pay gap is the measure of difference in the average hourly wage of all men and women across a workforce. Large employers are legally required to publish gender pay gap data via their own website and via the official government website.

All full pay relevant employees are included in the calculations. This is 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.

All statistics were compiled using the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The regulations require us to report on:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women in the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band

The pay quartile calculations show the male to female split of our workforce in each pay quartile. This 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.

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.

### **Pay Gap Progress**

As an organisation we look to recruit individuals based on capability, not on gender, and this is supported by our ethical code of conduct. However, we do recognise that our industry is very male dominated, as a result, most roles within the organisation are currently held by men and this is reflected in the make-up of our organisation. Despite this, we have an inclusive working environment and our Organisation is represented by woman at all levels.

Comparing our statutory figures with last year's published results, H & M Security has reduced by approximately one third in personnel numbers due to a number of client projects being put on hold or terminated, thus reducing the number of guarding officers required.

### **Bonus Gap Calculations**

The Organisation took the decision not to award annual bonuses in 2020, and consequently the gender bonus gap calculations remained at 0% for this period.

### **Looking Ahead**

The Organisation continues to be committed in providing equality and opportunity for all. The gender pay gap calculations presented are accurate and meet the requirements of the Regulations.