



POL/031

Integrated Management System

Last Review: 12th May 25

Next review: 12th May 26

Compensation Policy

H&M Security Services Ltd recognises that our people are the key to our success and our Compensation Policy outlines how our employees are rewarded for their work.

Our Compensation Policy is largely based on UK statutory guidelines and ensures compliance with various legal requirements related to wages, working hours, holidays, and other employment conditions.

Minimum Wage and Living Wage

All employees are paid at least the National Minimum Wage. Standard pay reviews are conducted annually and/or in line with government updates.

Bank Holidays

All our guards working a Bank Holiday shift are paid double time.

Holiday Entitlement

Employees are entitled to 5.6 weeks (28 days for a full-time worker) of paid annual leave per year, inclusive of bank holidays and pro-rata the holiday entitlement for part time employees based on the number of hours worked.

Rest Breaks

H&M Security Services Ltd ensure compliance with daily and weekly rest period regulations.

Sick Pay

Statutory Sick Pay (SSP): Provide SSP for eligible employees who are off work due to illness from the fourth day of sickness.

Pension

Eligible employees are auto-enrolled into the company pension scheme with statutory contributions.

In addition to the compensation outlined above, H&M Security Services Ltd also have the following compensation benefits available to our security guards:

Full uniform is provided free of charge.

Cycle to work scheme

Free parking available to guards at most of our sites.

Various recognition awards and service awards with monetary rewards

Discretionary bonuses

Career Progression, we always strive to promote from within.

Regular appraisals with paid training opportunities

Local recruitment drive and work placements ensuring our guards do not have long commutes

Volunteering Days & Sponsorship/Fundraising causes chosen by our employees

Access to Mental Health Support & Advice



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Employment Rights

H&M Security Services Ltd adheres to the Equality Act 2010 ensuring a non-discriminatory work environment including discrimination based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Clear disciplinary and grievance procedures are in place.

The ultimate responsibility for this policy lies with the Managing Director who ensures that it is given and retains the highest of priorities. This policy and its implementation will be reviewed at least annually and updated as required.

Signed by:

A handwritten signature in black ink, appearing to read 'Ian Henderson', written over a horizontal dotted line.

Ian Henderson
Managing Director
H & M Security Services