

2025

# 2024 Gender Pay Gap Report

# About us

Founded in 1934 in Sweden, Securitas operates in 44 markets around the world, with over 341,000 employees.

Securitas is a leading intelligent security solutions partner, providing a wide range of services including guarding, electronic security, fire and safety, and risk management. With our innovative and data-driven approach, we empower over 150,000 clients to see a different world.

Operating in 44 markets, we have established ourselves as a trusted partner for numerous well-known global companies. Our commitment to integrity, vigilance, and helpfulness is upheld by our dedicated workforce of 341,000 employees. Our ultimate purpose is to help make your world a safer place.

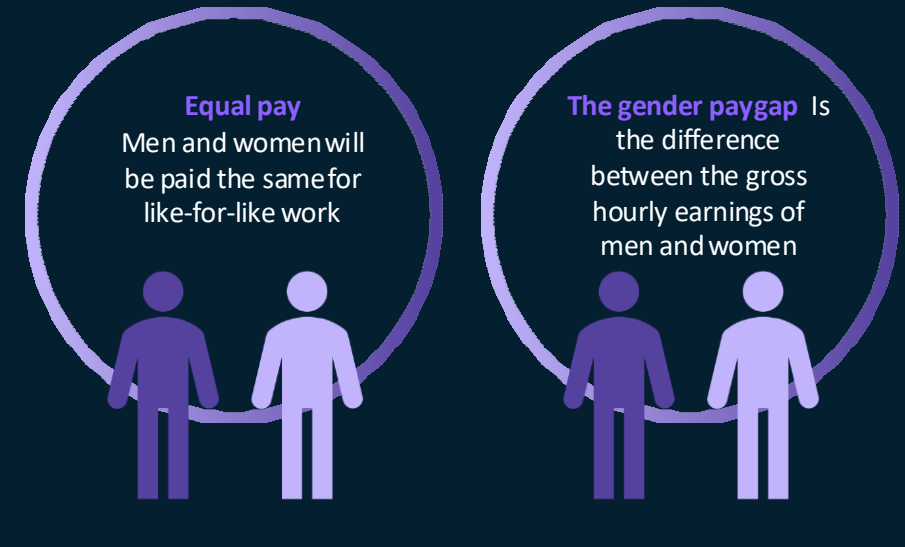
At Securitas, we firmly believe in the fair treatment and equitable rewards for all our personnel, regardless of gender. We strive to create an environment that offers equal opportunities to everyone, fostering a gender-balanced workplace where individuals can excel and realize their full potential.

These principles, deeply ingrained in our values, are reflected in our everyday interactions with our employees, clients, and partners. As an inclusive employer, we are actively working towards achieving a fully gender-balanced workforce that represents the diverse communities we serve.

This report serves as a summary of the positive progress we have made and the measures we are implementing to enhance gender representation and diversity within our teams. It outlines our efforts to support the advancement of women within our organization, cultivate a strong internal talent pipeline, and attract more women to pursue rewarding careers in the security industry.

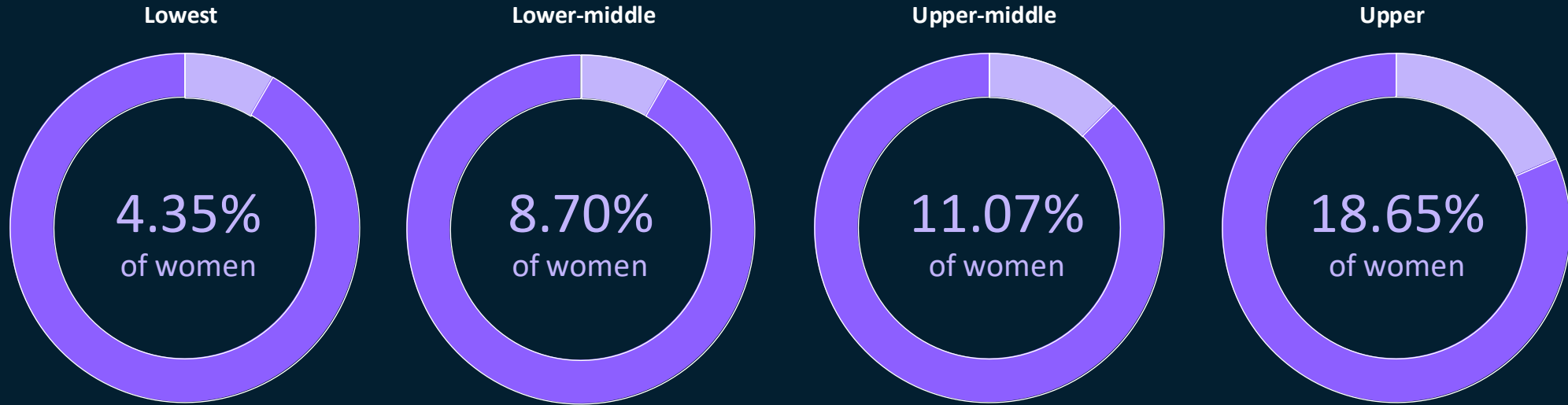
Additionally, this report provides comprehensive details regarding the mandatory disclosures of gender statistics and pay data, ensuring transparency and accountability in our practices.

**Michelle Collins**  
HR Manager, Securitas Ireland





# Pay quartile – gender profile 2024





# Pay quartile – gender pay gap

17.76%

The National  
median pay  
gap

9.59%

Our median  
gender pay gap

15.62%

Our mean  
gender pay gap

\*data extrapolated from  
CSO administrative  
earnings data

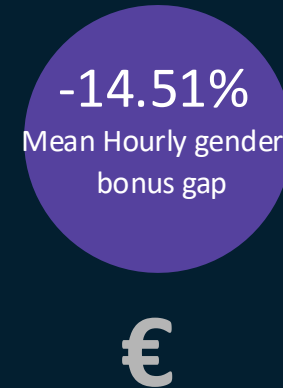
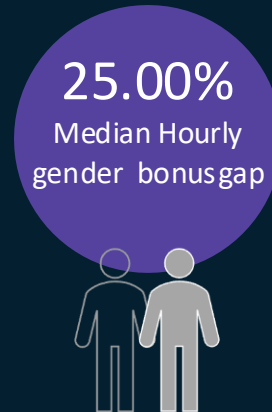
The gender pay gap is the difference between the gross hourly earnings of men and women.

At Securitas, there is a 15.62% mean pay gap and a 9.59% median pay gap in favour of women.





# Bonus pay – gender profile



# Gender pay report findings

In the 2024 data there was no gender pay gap in favour of men at Securitas.

Overall, we have increased our gender pay gap and statistically there is still a slight gap in favour of women.

This is because there are more men in the lowest and lower-middle quartiles than women.

Securitas has made a commitment to work towards paying all employees the real Living Wage, and in 2024, 62% of our employees were paid at least the real Living Wage.



62%

of our employees were paid at least the real Living Wage.

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REPUBLIC OF IRELAND

LIVING WAGE

€14.75 PER HOUR

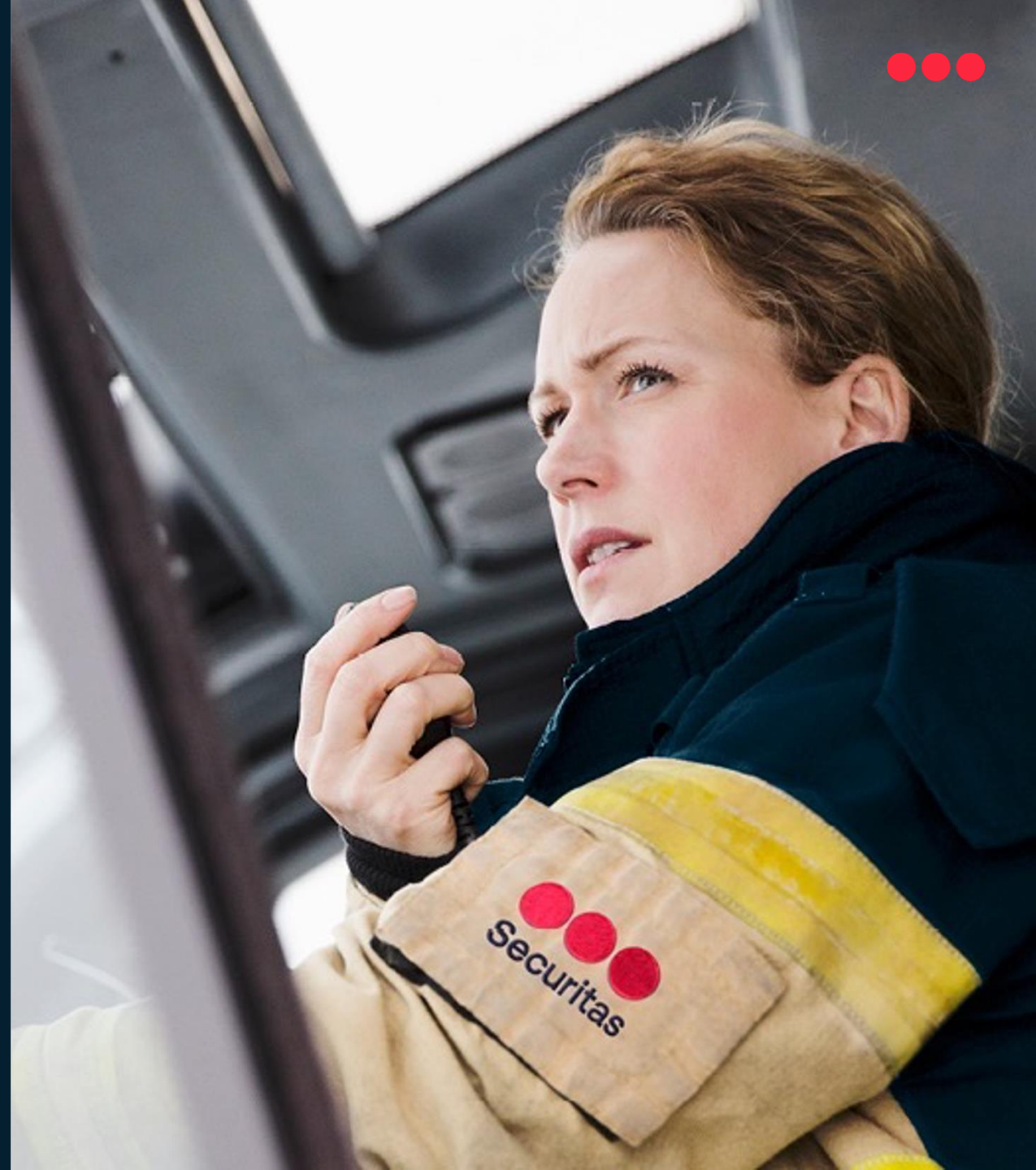


# Addressing the gender pay gap

We are continuing our work to achieve a gender balanced workforce, attracting people from a wide range of diverse backgrounds.

Our work to date includes:

- Reviewing our digital channels and recruitment, advertising to ensure they reflect our diverse workforce
- continuing our work to look for opportunities to recruit more women into senior roles
- launching a career development programme for all Securitas employees
- introducing a coaching and mentoring programme where we try to focus, in particular, on supporting women in their career
- establishing a diversity and inclusion programme to define our approach to becoming a truly gender-neutral organisation.





# 2024 Gender Pay Gap Information

## Act 2021 Reporting Requirements

|   |               |             |
|---|---------------|-------------|
| Mean Hourly   |               | 15.62%      |
| Median Hourly   |               | 9.59%       |
| Mean Hourly Bonus   |               | -14.51%     |
| Median Hourly Bonus   |               | 25.00%      |
|   |               |             |
|   | <b>Female</b> | <b>Male</b> |
| Percentage of employees per gender to receive a bonus             | 8.33%         | 2.88%       |
| Percentage of employees per gender to receive BIK                 | 19.44%        | 3.43%       |
| Percentage of employees within lower remuneration quartile        | 4.35%         | 95.65%      |
| Percentage of employees within lower middle remuneration quartile | 8.70%         | 91.30%      |
| Percentage of employees within upper middle remuneration quartile | 11.07%        | 88.93%      |
| Percentage of employees within upper remuneration quartile        | 18.65%        | 81.35%      |





# Our values

Guide us in our daily business

**Integrity**

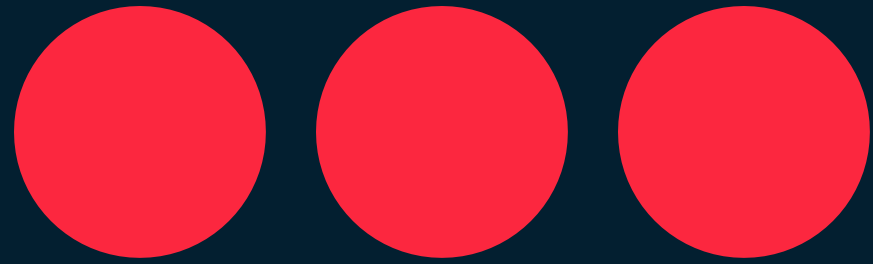
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**Vigilance**

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**Helpfulness**

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Securitas