



Universal Security are pleased to share the gender reporting information for the Company. The publication of this information will allow us to have meaningful dialogue with our colleagues, stakeholders and customers about the equality agenda.

At Universal Security, we have a median pay gap of -6.0%. This is a low figure and is mainly because most of our colleagues included in the calculation are being paid hourly rates by our customers. We have a higher number of men than women in our team (which is representative of the industry) and the hourly negotiated rates means the gender pay gap is low. The women in our teams also tend to occupy front-line, higher skilled roles.

We have been an equal opportunities employer for many years and fully support equality in the workplace. Understanding the gender gap and how it impacts on our colleagues encourages us as a business to do more.

We will continue to strive for equality in our workplace and will focus on creating a truly inclusive place to work for all.

I confirm that the information provided is accurate.

A handwritten signature in blue ink, appearing to read "James Blake-Baldwin", with a long horizontal flourish extending to the right.

James Blake-Baldwin
Commercial Director
4th April 2018

Helping you to understand the gender pay gap

Our gender pay gap is the difference in average pay rates for our men and women colleagues. The information is affected by a differing number of men and women occupying various roles.

As we are an organisation of over 250 staff, we are required to report this information to comply with the Regulations.

Our Reporting Figures

Our median gender gap is lower than the national average because the majority of our employees are usually hourly paid at rates fixed by our customers, regardless of gender. Whilst we acknowledge that we have more men than women in each quartile, we are actively working to attract more women into the security industry.

Pay Rates	Gender Pay Gap
Mean hourly rate	-10.0%
Median hourly rate	-6.0%
Bonus Pay	Gender Bonus Gap
Mean bonus	0%
Median bonus	0%
Percentage of employee who received bonus pay	
Females - bonus pay	0%
Males - bonus pay	0%

Pay Quartile Information	Male	Female
Upper quartile	85%	15%
Upper middle quartile	80%	20%
Lower middle quartile	80%	20%
Lower quartile	95%	5%