

January 2026

2025 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 2025

<i>Quartiles</i>	<i>Men %</i>	<i>Women %</i>	<i>Number of Men</i>	<i>Number of Women</i>
<i>Upper (75 - 100%)</i>	90.19	9.81	239	26
<i>Upper middle (50 - 75%)</i>	89.81	10.19	238	27
<i>Lower middle (25 - 50%)</i>	86.04	13.96	228	37
<i>Lower (0 - 25%)</i>	88.68	11.32	235	30

The distribution of employees across pay quartiles as at 30 June 2025 reflects the current structure of our workforce. Men represent the majority across all pay levels, accounting for between 86% and 90% of roles, while women represent between 10% and 14%. Although female representation is slightly higher in the lower middle quartile, women remain underrepresented at all levels, including in the highest-paid roles. This consistent pattern indicates that the gender pay gap is primarily driven by workforce composition rather than differences in pay. Increasing female representation across the organisation remains an important area of focus for Securitas Ireland.

Pay quartile – gender pay gap

Hourly Rate Averages

3.9%

Our median
gender pay
gap

6.05%

Our mean
gender pay gap

At the snapshot date of 30 June 2025, our analysis shows a mean gender pay gap of 6.05% and a median gender pay gap of 3.9%, both in favour of men. These figures indicate that, on average, men earn slightly more per hour than women across the organisation.

This gap is not driven by unequal pay for equal work. Rather, it reflects the current structure of our workforce at that point in time. Women represent approximately 11% of employees, and this underrepresentation is consistent across all pay quartiles, including senior and higher-paying roles. As a result, the overall gender pay gap is primarily influenced by the distribution of roles within the organisation, rather than differences in pay practices.



Pay quartile – gender pay gap

Hourly Rate (Part-time) Averages

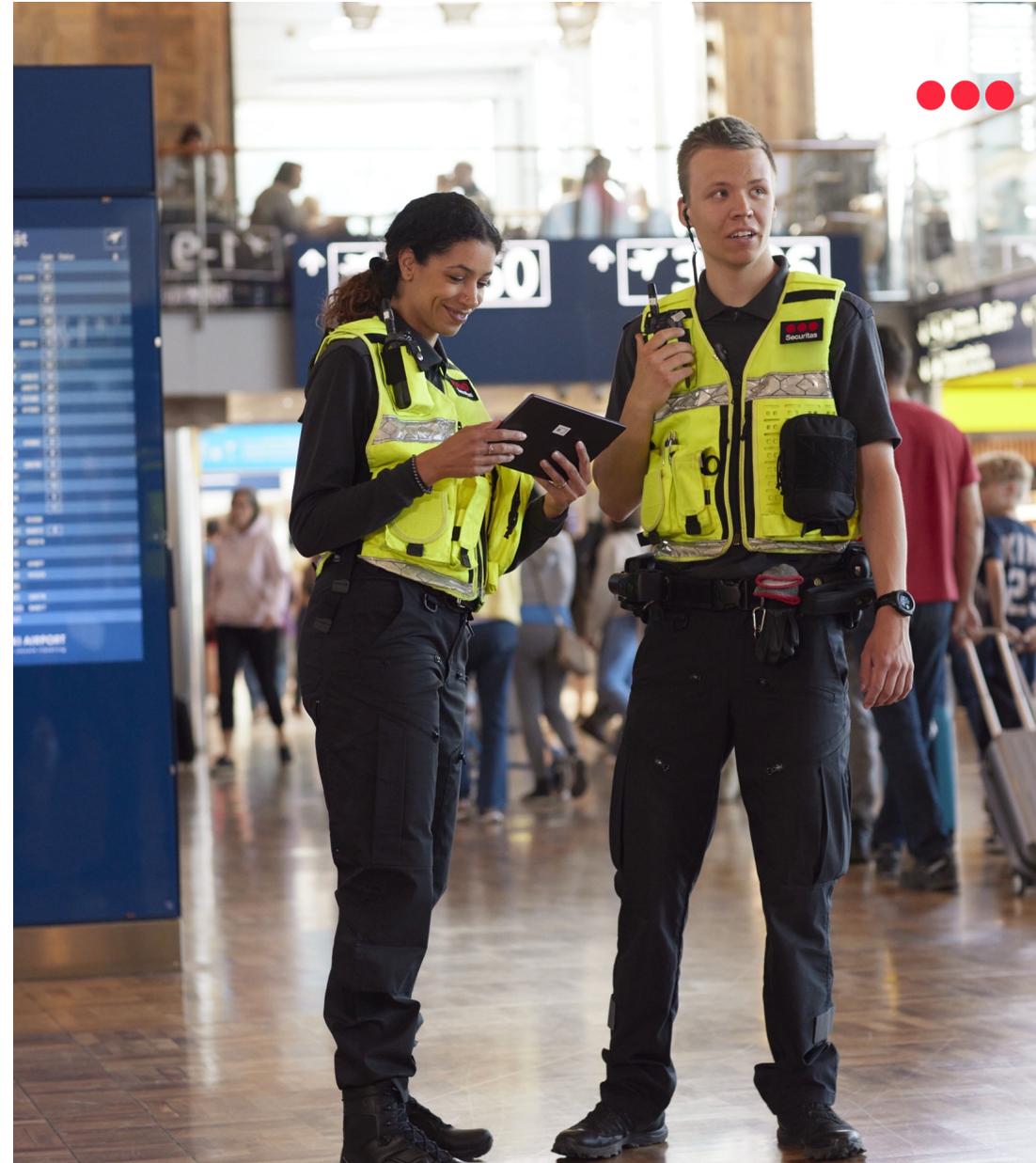
-62.12%

Our median
gender pay
gap

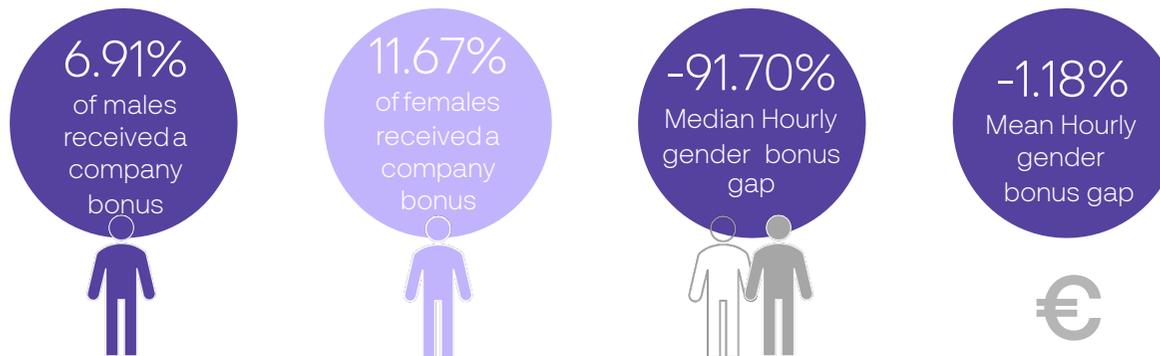
-19.84%

Our mean
gender pay
gap

In part-time roles, we observe a pay gap in favour of women, with women earning more than men on both a mean and median basis. This reflects the types of roles undertaken on a part-time basis within the organisation as at the reporting date.

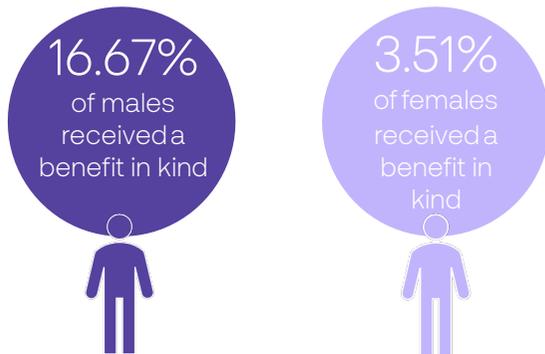


Bonus pay – gender profile



In relation to bonuses, the data shows a balanced and equitable outcome. The mean bonus gap is marginally in favour of women, and a higher proportion of women received a bonus compared to men during the reporting period. This indicates that bonus opportunities are applied consistently and fairly.

Benefit in kind – gender profile



A similar pattern is evident in benefits in kind, where a higher proportion of women receive benefits. This is aligned to role eligibility and job requirements, and not indicative of unequal treatment.





Gender pay report findings

As at 30 June 2025, our Gender Pay Gap analysis shows a mean hourly pay gap of 6.05% and a median pay gap of 3.9%, both in favour of men. These figures indicate a relatively small overall gap.

Our analysis confirms that this gap is primarily driven by the structure of our workforce, rather than unequal pay for equal work. Women represent approximately 11% of employees, and this underrepresentation is consistent across all pay quartiles, including higher-paying roles. This has a direct impact on the overall gender pay gap.

Across all pay quartiles, men account for between 86% and 90% of employees, while women represent between 10% and 14%. Although female representation is slightly higher in the lower middle quartile, women remain underrepresented at every level of the organisation, including the highest-paid roles.

In part-time roles, the pay gap is in favour of women, with women earning more than men on both a mean and median basis. This reflects the distribution and type of roles undertaken on a part-time basis within the organisation.

In relation to bonuses, the outcome is balanced and equitable. The mean bonus gap is slightly in favour of women, and a higher proportion of women received a bonus compared to men during the reporting period. This indicates that bonus allocation is applied consistently across the organisation.

A similar trend is observed in benefits in kind, where a higher proportion of women receive benefits. This aligns with role eligibility and job requirements and does not indicate unequal treatment.

Overall, our findings show that while the gender pay gap remains relatively low, the key driver is the underrepresentation of women across the organisation, particularly in higher-paying roles. Addressing this imbalance remains a priority for Securitas as part of our ongoing commitment to fairness, inclusion, and equal opportunity.

Addressing the gender pay gap

At Securitas, we are committed to creating a workplace where all employees are treated with fairness, respect, and given equal opportunity to succeed. While our Gender Pay Gap is relatively low, we recognise that improving gender balance across the organisation is key to reducing it further.

As part of this commitment, we are focused on the following actions:

- **Attracting more women into the organisation** - We will continue to strengthen our recruitment practices to attract a more diverse talent pool, particularly for operational and higher-skilled roles where female representation is currently low.
- **Supporting career development and progression** - We are committed to providing equal access to training, development, and progression opportunities, supporting more women to move into higher-paying and leadership roles over time.
- **Reviewing recruitment and promotion processes** - We will continue to review our processes to ensure they are fair, transparent, and free from bias, supporting equitable outcomes for all employees.
- **Building an inclusive workplace culture** - We will promote a culture aligned with our values of Integrity, Vigilance and Helpfulness, where all employees feel supported, valued, and able to reach their full potential.
- **Ongoing monitoring and accountability** - We will continue to monitor our Gender Pay Gap annually, using data to inform our actions and track progress over time.

We recognise that improving gender balance is a long-term commitment. Through these actions, we aim to build a more diverse and inclusive workforce that reflects the communities we serve and supports sustainable business performance.



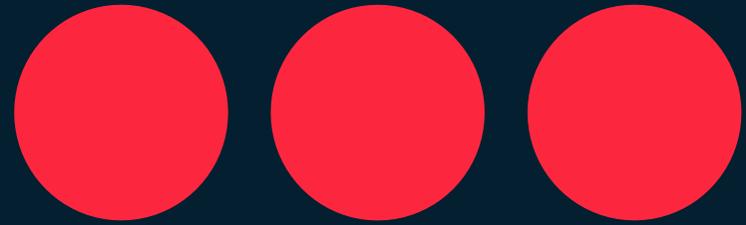
Our values

Guide us in our daily business

Integrity

Vigilance

Helpfulness



Securitas