2026 Gender pay gap report

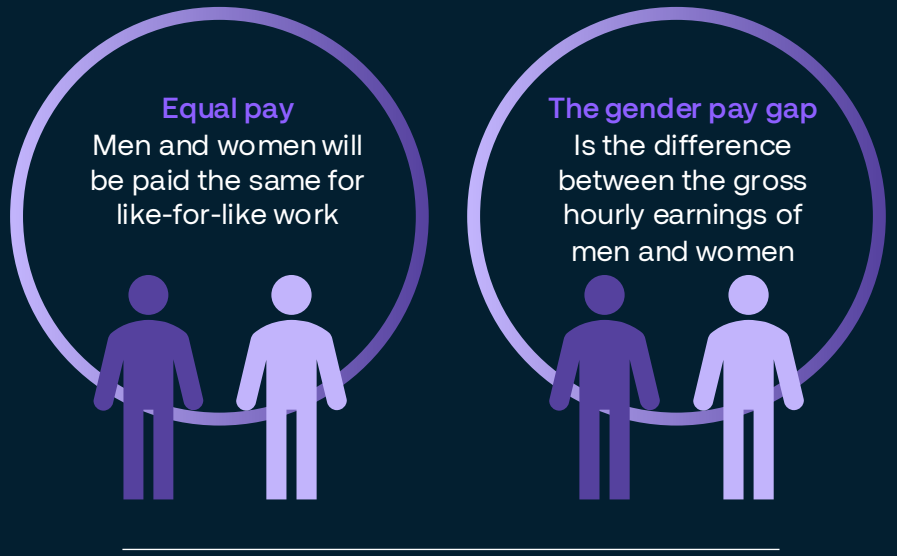
November 2026

Securitas

Securitas Security Services Ireland Limited

About this report

— Securitas is a leading intelligent-led security solutions partner. We are committed to fair treatment, equal opportunity and equitable reward for all employees, regardless of gender.



This report presents the statutory metrics, explains the results and sets out supported measures to address the gap.

Headline findings 2026

2.36%
mean hourly pay gap

-0.12%
median hourly pay gap

1.37%
mean bonus gap

-0.81%
median bonus gap

5.43%
men receiving bonus

10.43%
women receiving bonus

The mean hourly gap is 2.36% in favour of men. The median result is effectively level and marginally in favour of women. The results reflect workforce composition and role distribution; they do not measure unequal pay for equal work.

Pay quartile – Gender profile 2026

Quartile	Men %	Women %	Men	Women
Upper (75-100%)	87.55	12.45	218	31
Upper middle (50-75%)	89.20	10.80	223	27
Lower middle (25-50%)	90.40	9.60	226	24
Lower (0-25%)	86.80	13.20	217	33

Women represent

11.51%

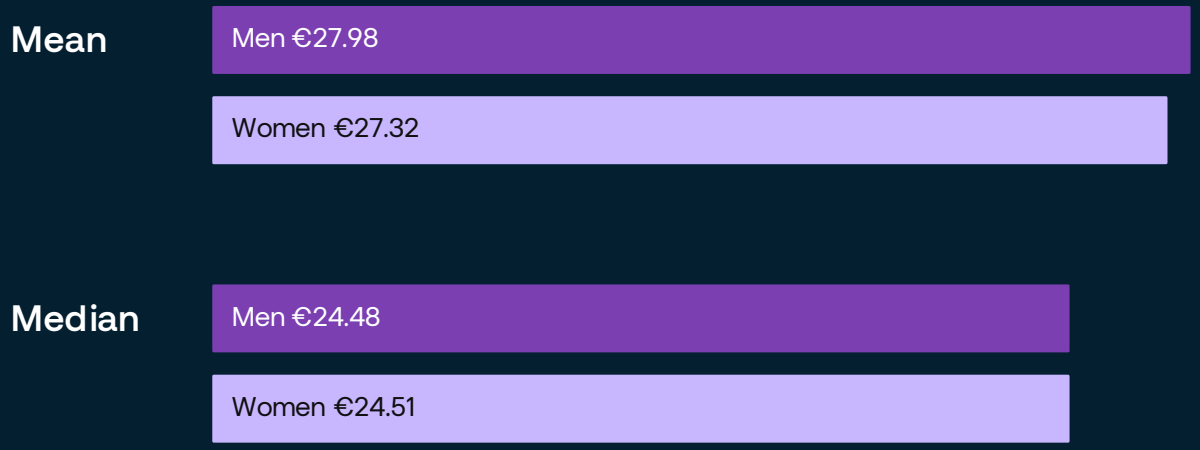
of full-pay relevant employees

Women remain underrepresented across all four quartiles. Representation is highest in the lower quartile (13.20%) and lowest in the lower-middle quartile (9.60%). This distribution contributes to the overall gap.

Hourly pay (full-time employees)

2.36%
mean gender pay gap

-0.12%
median gender pay gap



The mean hourly rate is €27.98 for men and €27.32 for women.
Median hourly rates are €24.48 and €24.51 respectively.
A negative gap denotes a result in favour of women.

Hourly pay (part-time employees)

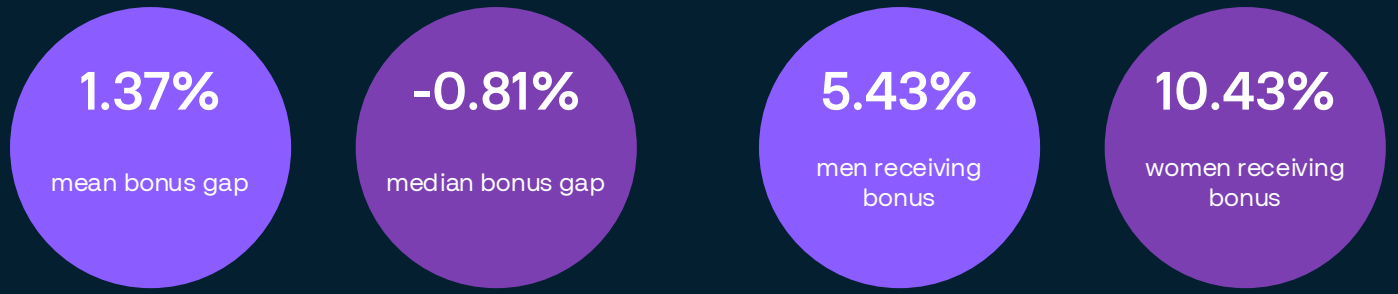
-60.14%
mean part-time gap

-97.22%
median part-time gap

Men: mean €12.87 | median €10.45
Women: mean €20.61 | median €20.61



Bonus pay – gender profile



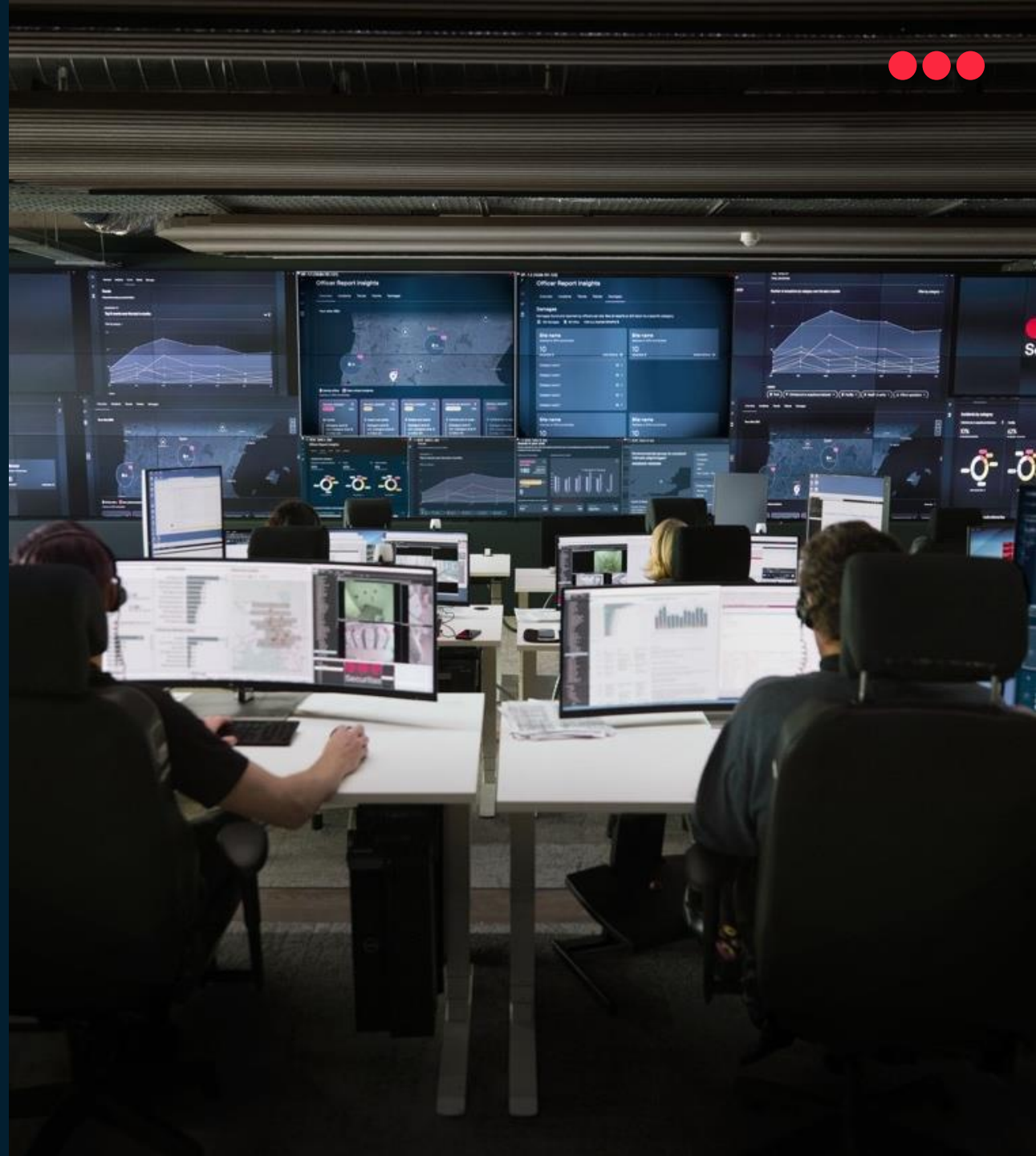
A higher proportion of women received a bonus: 10.43% of women compared with 5.43% of men. The mean bonus gap is 1.37% in favour of men and the median bonus gap is 0.81% in favour of women.

Benefit in kind – gender profile

4.19%
of men received benefit in kind

17.39%
of women received benefit in kind

Benefit-in-kind participation was 17.39% for women and 4.19% for men. These percentages represent the proportion of each gender receiving benefit in kind.



What the results show

1. The overall mean hourly gap has narrowed to 2.36%; the median result is close to parity at -0.12%.
2. Women comprise 11.51% of full-pay relevant employees and remain underrepresented in every pay quartile.
3. Part-time results favour women, reflecting different role patterns and hourly rates in the part-time population.
4. Bonus participation is higher among women: 10.43% compared with 5.43% of men.
5. Benefit-in-kind participation is 17.39% for women and 4.19% for men, consistent with differing role eligibility.

Addressing the gender pay

Attract more women

Strengthen recruitment practices for operational, technical and higher-skilled roles where female representation is low.

Support progression

Provide equal access to training, development and progression opportunities, including pathways into higher-paying and leadership roles.

Review decisions

Continue to review recruitment and promotion processes for transparency, consistency and freedom from bias.

Build inclusion

Promote a workplace culture aligned with Integrity, Vigilance and Helpfulness.

Monitor annually

Track statutory metrics and workforce representation each year and use the evidence to guide action.



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