

# Gender Pay Gap Report

April 2023

Amberstone Security Limited ("Amberstone") is a subsidiary of Argenbright Security Europe Limited which is a privately owned company and a provider of security services in the UK, Ireland and Europe.



## OUR COLLEAGUES

The data in this report is a snapshot as of 5th April 2023, showing data of full pay relevant colleagues for this period, and includes the following:



■ Females    
 ■ Males

At Amberstone, everyone is paid for the role they have in the team and their performance in that role. Some external factors can affect employee remuneration. These factors include customer and site-based pay variances, previous TUPE entitlements and, on some contracts, national living wage values.

Amberstone is an Equal Pay Employer – men and women performing equal work receive equal pay. Amberstone does have a Gender Pay Gap – males are more highly represented in the upper quartiles of pay in comparison to females. This is purely based on the security market being a male-dominated environment.

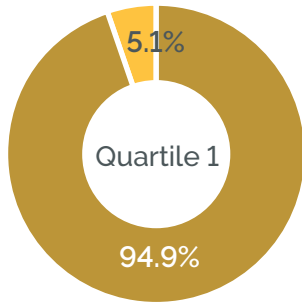
We will continually explore how we can close any gaps found within our organisation to create more gender balance, given that we have more men than women. We practice equal opportunities, and we believe in appointing the best candidate into a role, regardless of their gender or any other factors covered by the Equality Act.

## DATA VARIANCES

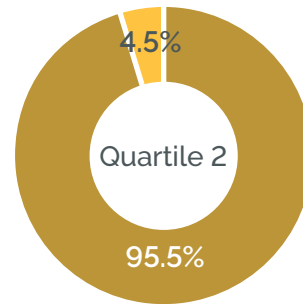
Due to a TUPE transfer of salaried staff over to the Argenbright Security Europe Limited ("ASEL") payroll there will be variances in pay gap and bonuses reporting from that of April 2022.

**PAY QUARTILES**

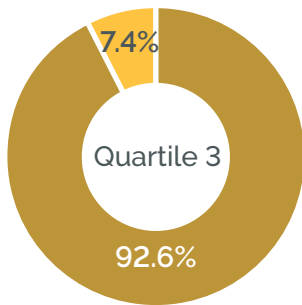
The proportion of male and female employees are split into quartile bands based on ordinary hourly pay ranges.



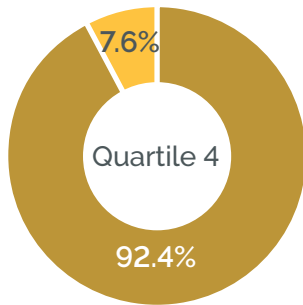
**UPPER**  
5.1% of colleagues are female



**UPPER-MIDDLE**  
4.5% of colleagues are female



**LOWER-MIDDLE**  
7.4% of colleagues are female



**LOWER**  
7.6% of colleagues are female

**MEDIAN PAY** The median pay gap is in favour of males as females are paid 1.2% less than males.



**MEDIAN PAY GAP**  
On average, for every £1 a man is paid a woman is paid £0.99

**MEAN PAY** The mean pay gap is in favour of males, as females are paid 1.1% less than males.



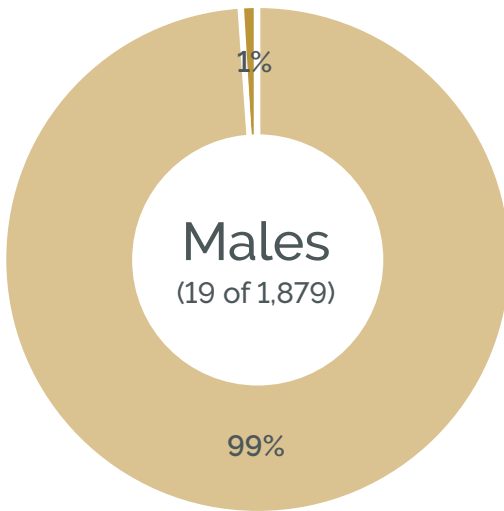
**MEAN PAY GAP**  
On average, for every £1 a man is paid a woman is paid £0.99

## BONUS PAYMENTS

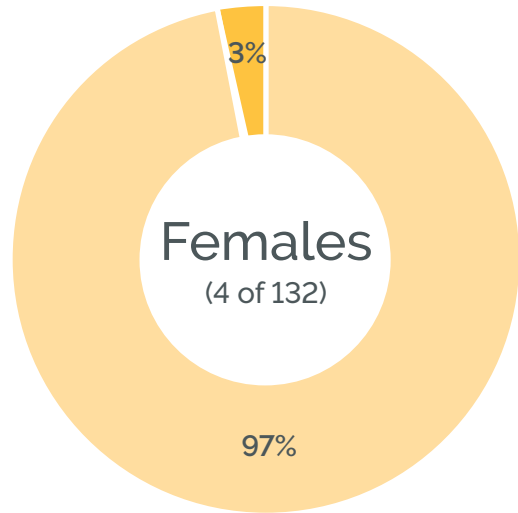
Bonus payments include bonus and commission schemes. 1% of males (19 of 1,879 males) and 3% of females (4 of 132 females) were paid bonuses.

Our bonus incentives are based on performance and do not favour gender.

Females are proportionately more likely to be paid a bonus than men.



**MALE**  
1% of males  
were paid bonuses



**FEMALE**  
3% of females  
were paid bonuses

**MEDIAN BONUS** When using the median, women receive 66.7% less bonus pay than men.



**MEDIAN BONUS GAP**  
For every £1 bonus pay a man is paid  
a woman receives £0.33

**MEAN BONUS** On average women are paid 72.5% less in bonus pay than men.



**MEAN BONUS GAP**  
On average, for every £1 bonus pay a  
man is paid a woman receives £0.27