



**TSS (Total Security Services) Ltd**  
Your Partner in Security

**Gender Pay Report:**  
**Snapshot Date:**

**4<sup>th</sup> April 2019**  
**5<sup>th</sup> April 2018**



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TSS (Total Security Services) is the UK's largest privately owned security company, employing over 4500 licenced security personnel.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of over 250 employees are required to publish an analysis of the gaps between the average pay rates and bonuses earned by male and female employees using pay records from the pay data period that contained the snapshot date which is 5<sup>th</sup> April 2018.

Gender Pay Gap Reporting is part of the UK Government's strategy to reduce the gender pay gap which TSS fully supports. We are confident that we pay our employees fairly and conduct regular reviews on our HR policies and processes to ensure we continue to do so.



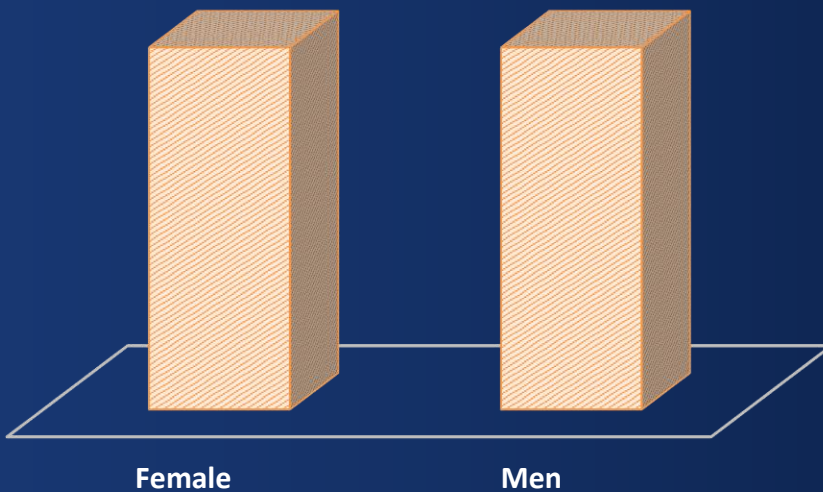


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The gender pay and gap statistics for TSS is show in the below report:

Women earn £1 for every £1 that men earn when comparing median hourly wages. This mean women's median hourly wage is 0% lower than men's. This is a statistic that TSS are very proud to share.



Proportion of women in each pay quarter: **Women** / Men

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile

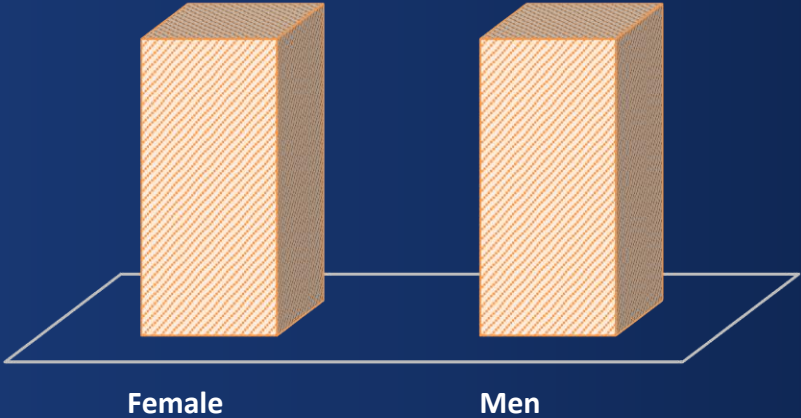


Lower Quartile



**Bonus Pay Gap:**

Women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.





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Who received bonus pay:

83%

Men: 83 %

85%

Women: 85%

When comparing mean bonus pay, women's mean bonus pay is 5% higher than men's.

This statement was by approved on 1<sup>st</sup> March 2019 and signed by

Ricky Gardezi  
**Managing Director**  
**TSS (Total Security Services) Ltd**