



**An ALLIED UNIVERSAL<sup>®</sup> Company**

**Gender Pay Report: 4th April 2023**

**Snapshot Date: 5th April 2022**

TSS (Total Security Services) is the UK's largest privately owned security company, employing over 6000 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 5th April 2022.

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.

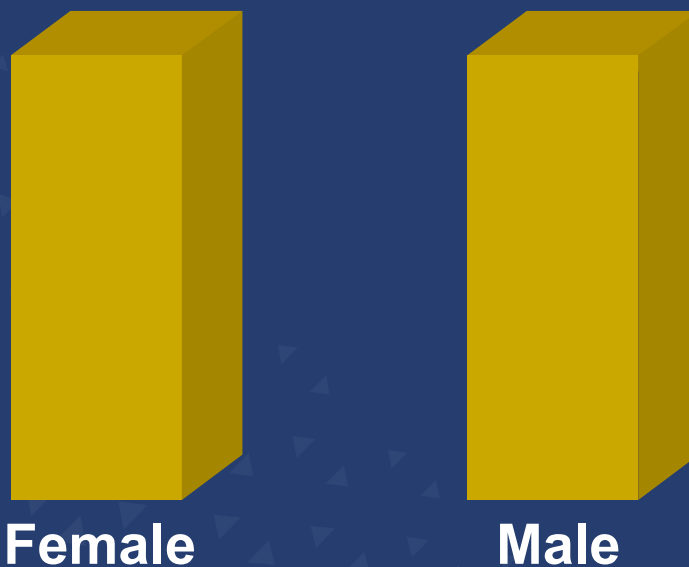




The gender pay and gap statistics for TSS is show in the below report:

When comparing mean hourly wages, women's mean hourly pay is 6.9% higher than men's.

Women's median hourly wage is 2.1% higher than men's. This is a statistic that TSS are very proud to share and supports our vision and long-term goal to encourage equality and fairness within the workplace.



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

Upper Quartile:



Upper Middle Quartile:



Lower Middle Quartile:

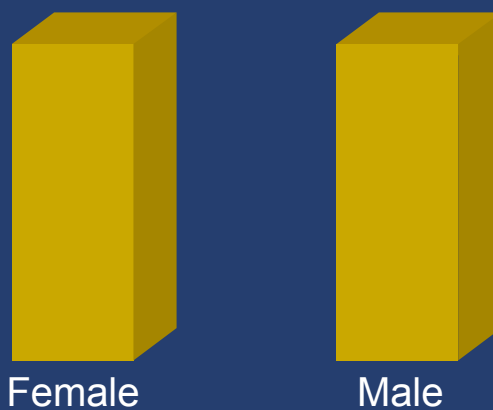


Lower Quartile:



## 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.





Bonuses paid to each relevant employee (eligible for bonus payments) who are men and women.



**Men: 95.4%**

**Women: 100%**

I confirm that the data provided has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

This statement was approved on 4<sup>th</sup> April 2023 and signed by



**Adam Smith**  
**Managing Director**

TSS (Total Security Services) Ltd