



Gender Pay Gap Statement April 2026

Gender Pay Gap Reporting 2026

Taken from snapshot data from 5th April 2025

Mean gender pay gap in hourly pay	24.4%
Median gender pay gap in hourly pay	23.1%
Mean bonus gender pay gap	84.6%
Median bonus gender pay gap	12.8%
Proportion of males receiving bonus payments	52.9%
Proportion of females receiving bonus payments	34.4%

Percentage of males/females in each pay quartile

Upper quartile males	91.4%
Upper quartile females	8.6%
Upper middle quartile males	88.8%
Upper middle quartile females	11.2%
Lower middle quartile males	75.9%
Lower middle quartile females	24.1%
Lower quartile males	50.4%
Lower quartile females	49.6%

Field service engineers for the fire and security industry are still predominantly male. The challenge remains how to encourage more women to pursue a career in engineering. Engineers make up nearly half of our staff and on average earn more than general office staff which have a much higher percentage of female employees, but at the reporting date only three engineers were female (1.4%). This is a slight reduction on the previous year where we have had 2.1% of female engineers and progress in this area is painfully slow. We still target 25% of apprentice intakes to be female but that is hard to achieve and will take many years to make a substantial difference in the female to male ratio of engineers. This progress will be the main thing that would reduce the gender pay gap.

Overall the median pay gap rose slightly to 23.1% (up from 22.5% last year and 33% when gender pay gap reporting was introduced) and the mean gender pay gap fell from 27.7% to 24.4% (down from 33.5% when first reported).

The percentage of female sales executives decreased from last year to 3.1% (2024: 8.7%) which was disappointing but we hope to attract more female talent to this area in the future. The total number of managers/supervisors decreased from 103 to 100 but the number of females in this category increased from 19 to 26, which increased the percentage to 26.0% (2024: 18.4%) and represents a very big step forward. The percentage of females in the top quartile increased to 8.6% (2024: 6.6%) and the females in the second quartile

also increased to 11.2% from 7.4%. At the same time the percentage of females in the fourth quartile fell to 49.6%.

The median bonus pay for females was 12.8%, however the mean bonus pay gap was 84.6%. This anomaly is caused by a large number of relatively small bonus/commissions paid to male staff, keeping the male median low. However, there were a relatively small number of substantially higher bonus/commissions for males, predominantly for high performing salesmen, which inflated the mean substantially and led to that large mean bonus pay gap.

We remain committed to further reducing the gender pay gap but recognise the challenges in attracting female staff into the engineering side of this business. We hope that we can increase the percentage of female apprentices, and this will naturally lead to an increasing proportion of female sales staff, supervisors and managers. By doing this we remain committed to reduce the gender pay gap every year moving forward but this remains very difficult in such a male orientated industry.

