

Gender Pay Gap Report



Snapshot 5th April 2025



Gender Pay Gap Report for Snapshot 5th April 2025

Kings Secure Technologies (KST) is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

This report sets out the gender pay gap statistics for Kings Security Systems Ltd T/A Kings Secure Technologies and Kings Guarding Solutions Ltd in relation to the reporting year of 5 April 2025.

Introduction

This is the report for the snapshot date of 5 April 2025.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data.

We can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

The Gender Pay Reporting requires our organisation to make calculations based on employee gender. We established this by using our existing HR and payroll records.

These calculations were compiled using the standard methodologies set out in the regulations based on data collected in previous years.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Kings Security Systems Ltd is legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

The Gender Pay Gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or because of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

How is it calculated?

Median

If we lined up all our colleagues in two rows, from the highest to lowest paid, the person in the middle is the median. The median pay gap is the difference between the middle male and middle female colleague.



Mean

To calculate the mean pay gap we take the average pay of our male colleagues and compare it to the average pay of all our female colleagues.



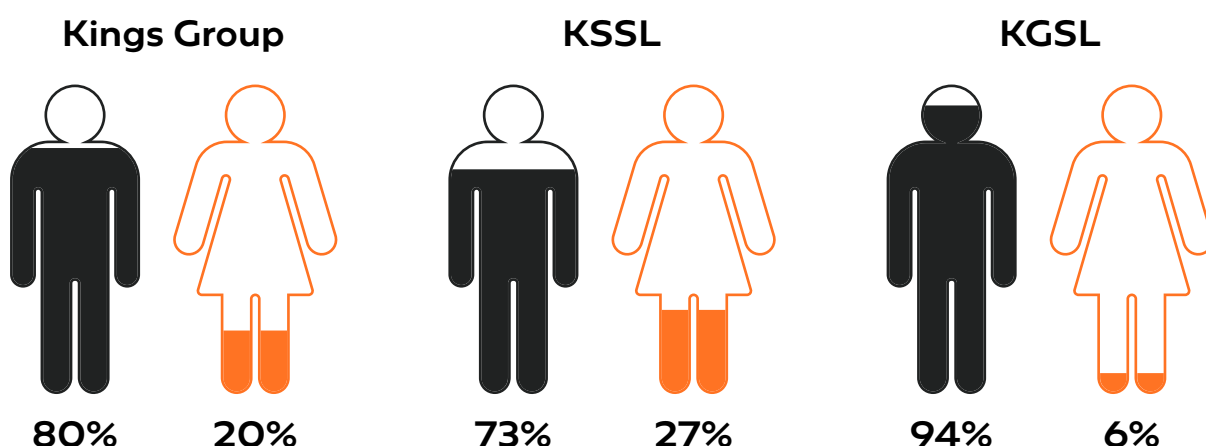
Gender Identity

Gender pay gap regulations require us to identify all colleagues as either men or women. This in no way impacts our support or inclusions of all genders at KST.

Organisational Context

The Security industry is traditionally male dominated. Overall, across the group, the gender split is 80% male to 20% female.

On the snapshot day, the proportion of males is 73% to females 27% in 2025 KSSL, the proportion of males is 94% to females 6% in KGSL.



Gender Pay Gap Data

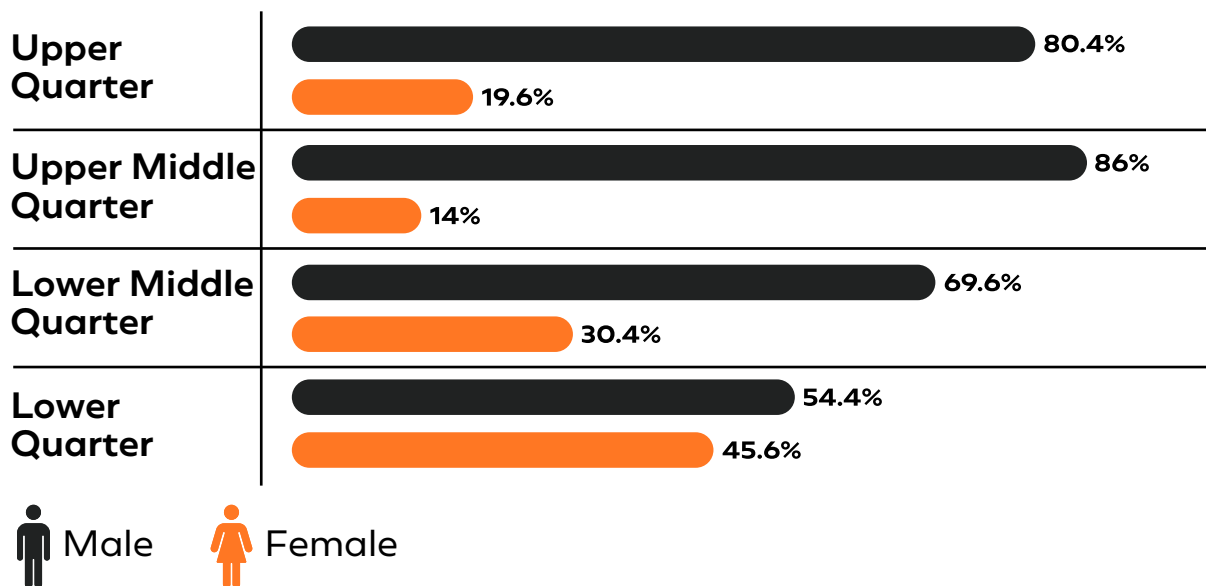
KST is an Equal Pay Employer. The main reason for our gender pay gap is predominately due to an under-representation of women employed in upper, upper middle quartiles. These make up roles predominantly dominated by men in engineering, technical and senior roles. Like other employers within our sector, we have a greater proportion of men in engineering / technical and manguarding roles. We struggle to recruit women in these traditionally male dominated roles. These roles in our industry are more attractive to male applicants, and the majority of our female employees work within the administrative and support functions of the business. The disparity in representation across job levels has a direct impact on the overall gender pay gap.

KSSL

The following table separates the workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into proportion, expressed as a percentage of male and female employees in each quartile.

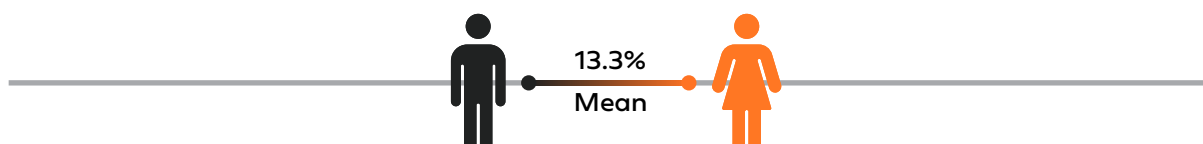
We have observed that a higher proportion of males occupy positions within the upper middle and upper pay quartiles. This is demonstrated in the quartile pay breakdown below.

Over the past two years, the data shows an increase in female representation in the upper pay quartile, with women now occupying 20% of the highest paid role increase in the upper middles pay quarter from 12% to 14%, including the appointment of a new female board member. We have seen a reduction in women representing in the lowest pay quartile 45.6%.



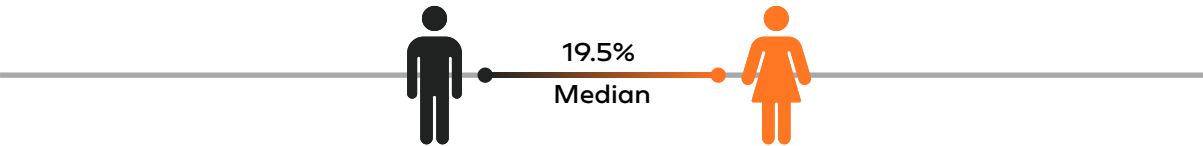
Mean Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **13.3 %**. This has reduced by 8%.



Median Gender Pay Gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **19.5%**. This has reduced by 3%.



Bonus Pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:



KGSL

The following table separates the workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into proportion, expressed as a percentage, of male and female employees in each quartile.

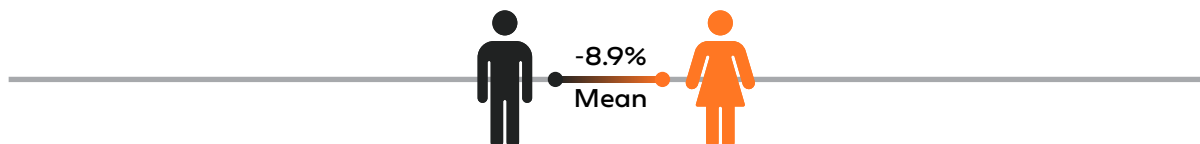
Women only represent 7% of the workforce within Kings Guarding Solutions

Upper Quarter	91.9%	8.1%
Upper Middle Quarter	93.6%	6.4%
Lower Middle Quarter	95.4%	4.6%
Lower Quarter	94.8%	5.2%

 Male  Female

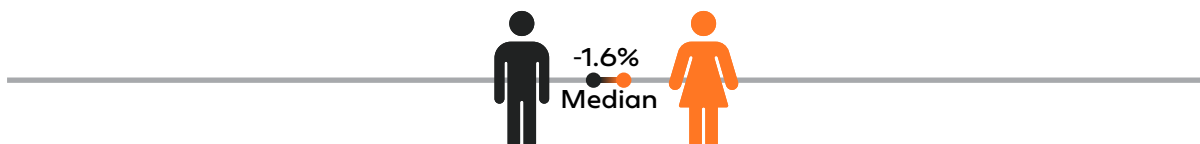
Mean Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period, our mean gender pay gap is **-8.9 %**.



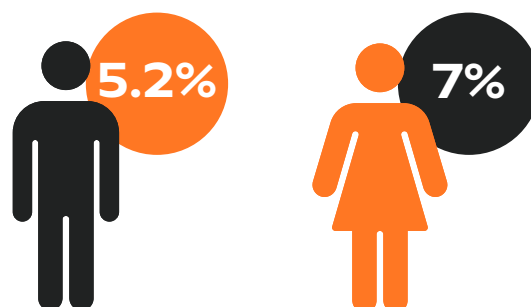
Median Gender Pay Gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period, our median gender pay gap is **-1.6 %**.



Bonus Pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows:



Actions to Address Gender Pay Disparity

We are committed to reducing, and subsequently closing, any identified gender pay disparity. This commitment, however, is made in line with our understanding that a period of time and exploration of several different actions may be needed in order to achieve this aim.

Actions and Future Steps



Resourcing - Continue to review and revisit our recruitment and promotion practices to encourage greater diversity and inclusivity.



Recruitment - Continue to support and increase female recruitment into the security industry through our Women in Security Campaign.



Leadership and Career Development - Enhance internal support systems helping women progress in their careers through our internal growth programme initiative to encourage female mentoring and development to provide more opportunities to progress within the organisation.



Initiatives for a Family-Friendly Workplace - Explore various flexible working arrangements to make our organisation more appealing to prospective employees. Additionally, we've recently improved some of our benefits to better support families.

We are fully committed to monitoring our progress, regularly reviewing our policies and practices, and taking necessary actions to reduce the gender pay gap within our organisation.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Kelly Fisher

Chief HR Officer

