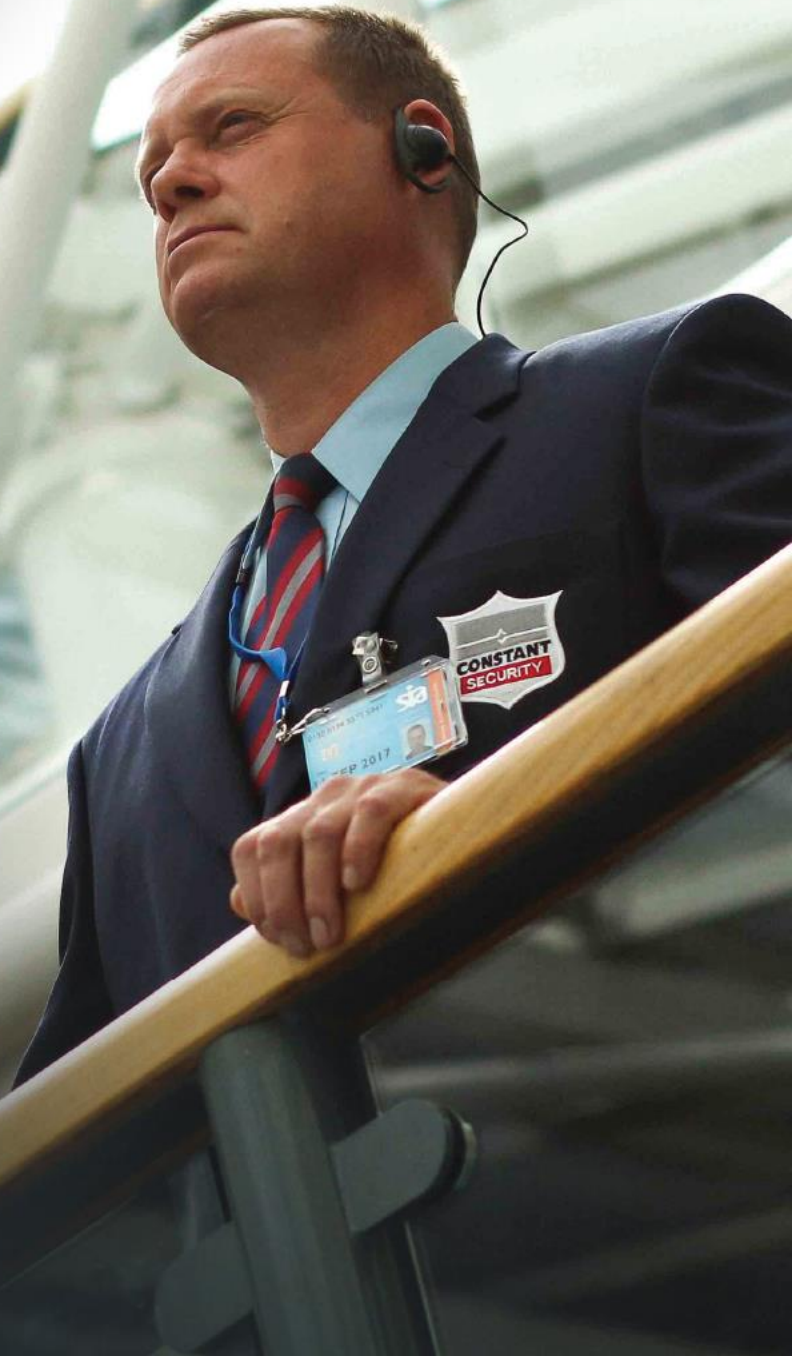


Gender Pay Gap Report 2023



Your Security...
Our Priority

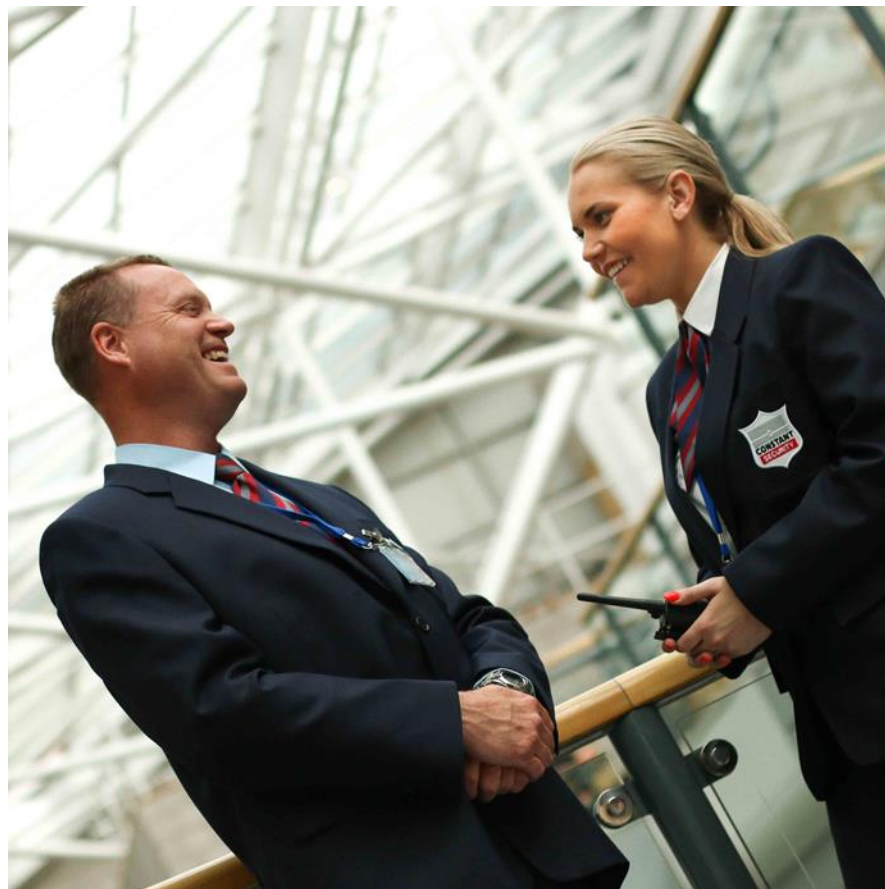


The **Gender Pay Gap** is the difference between the gross hourly earnings of Men and Women.

Our Gender Pay Report responds to Government Legislation which requires all UK companies with more than 250 employees to submit an analysis of its employee's average pay gap and bonus pay gap across men and women.

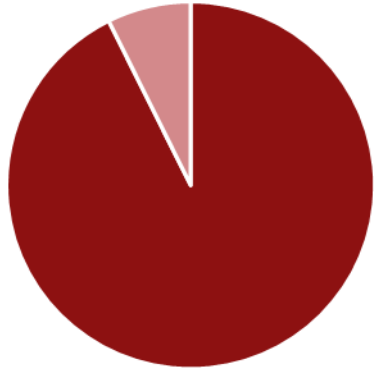
The Security Industry is one which is well known for being male dominated. Constant recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly, with no importance put on the gender of its employees.

This report enables us to understand our position in terms of our current Gender Pay Gap and ensures we can drive further inclusivity for women in this growing industry.



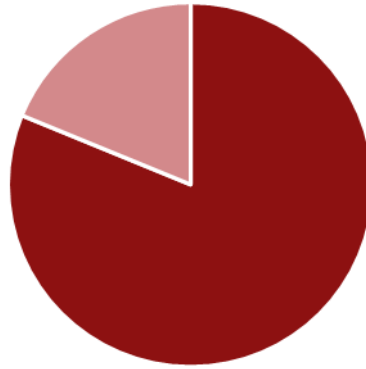
Gender Distribution Across Four Quartiles*

Lower Quartile



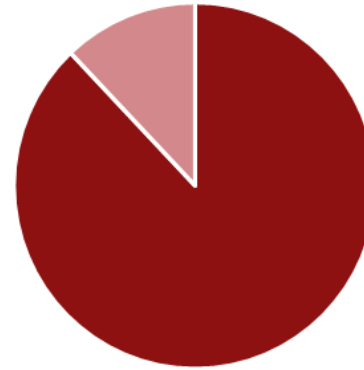
92.65% Male
7.35% Female

Lower-Middle Quartile



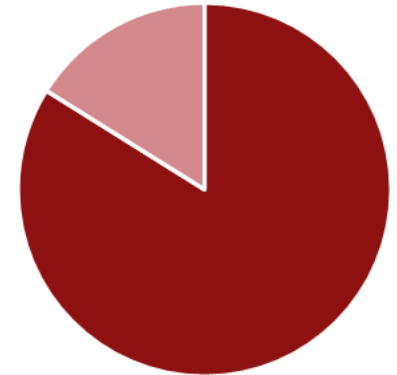
81.21% Male
18.79% Female

Upper-Middle Quartile



87.92% Male
12.08% Female

Upper Quartile



83.89% Male
16.11% Female

*Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay.

Here we look at the proportion of Men and Women in each quartile to give an indication of the representation of each gender at different levels of the organisation.



At Constant we have a 0.007% Mean pay gap and a 0.019% Median pay gap in favour of women.

Overall, there has been a 0.6% increase in the National Gender Pay Gap. From last year to this year. However, interpreting average earnings over the past 3 years is difficult at the moment given the substantial effect Coronavirus has had, and still has, on wage data. This is in terms of wages and hours worked in the economy.

This means that comparisons between the years need to be treated with Caution.

The National
Gender Pay
Gap for all
employees

**5.45% for
all full time
employees**

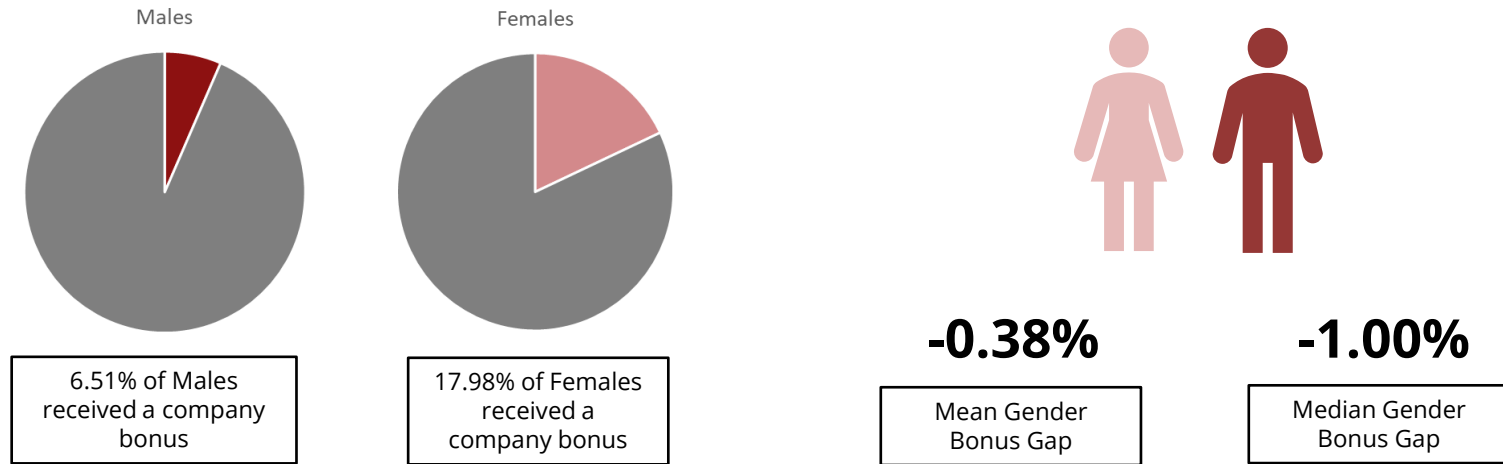
Our Median
Gender Pay
Gap

-0.007%

Our Mean
Gender Pay
Gap

-0.019%





Looking at the data, our Gender Pay Gap in respect to both the Mean and Median for bonuses is extremely low, and in favour of women. This is accountable to the fact that our Head Office roles, which are more eligible for bonuses, are filled by an equal proportion of men and women.





Gender Pay Report Findings

Consistently over the years our data shows no gender pay gap in favour of men.

Looking at all of the data, our gender pay gap has fluctuated since last year, but only very slightly. Indicating that we are as close as ever to achieving equal pay, however statistically there is still a small pay gap in favour of women.

This comes down to the fact that in our business, women are well represented in the Upper Middle and Upper Quartiles.

I Can confirm that the data provided in this report is complete and accurate

Christine Lee
Chief Executive Officer





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