

# Gender Pay Gap & Equality Action Plan 2026



Your Security...  
**Our Priority**



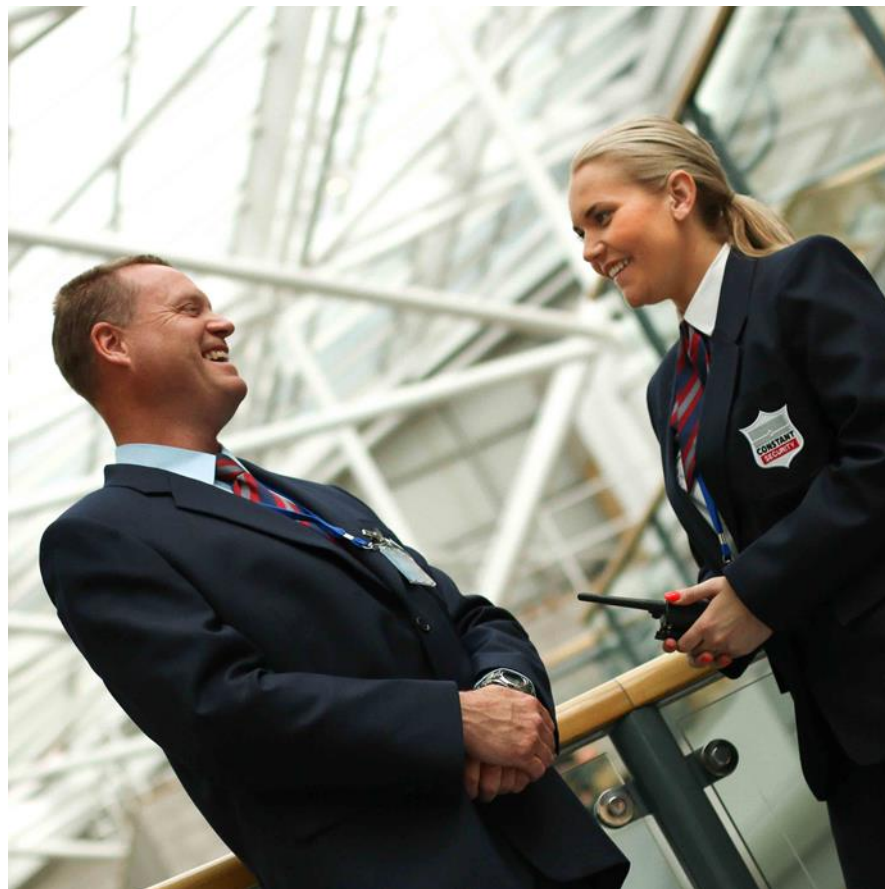
The **Gender Pay Gap** is the difference between the gross hourly earnings of Men and Women.

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. As of the snapshot date females made up 13.9% of the workforce.

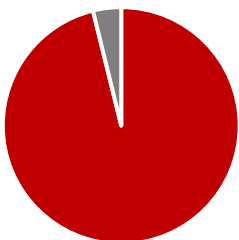
Constant recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly, with no importance put on the gender of its employees.

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.



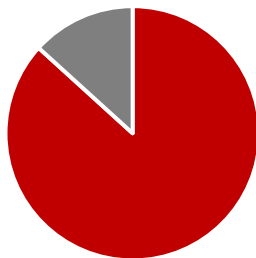
# Gender Distribution Across Four Quartiles\*

LQ



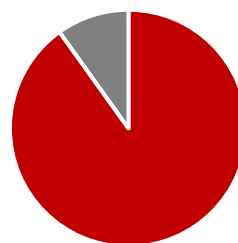
96.15% Male  
3.85% Female

LMQ



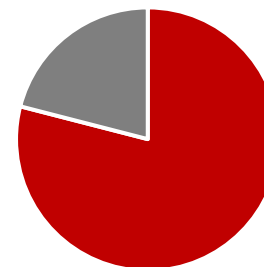
86.74% Male  
13.26% Female

UMQ



90.11% Male  
9.89% Female

UQ



79.01% Male  
20.99% 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.





# Mean and Median Calculations

At Constant we have a -0.016% Mean pay gap and a -0.039% Median pay gap in favour of women.

The National Gender Pay Gap has fallen slightly. From last year to this year.

The Pay Gap is calculated by gathering employee earnings from our payroll system on the snapshot date of April 5th each year. We then calculate the Mean and Median average hourly pay to provide a balanced view of the gender pay gap. The percentage difference in these averages represents the "pay gap."

\*April 2025 Figures

The National Gender Pay Gap for all employees (Median)

**+12.8%\***  
for all employees including part time

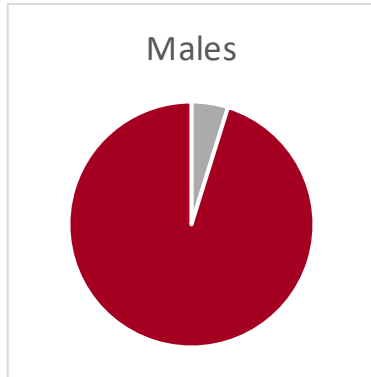
Our Median Gender Pay Gap

**-1.70%**

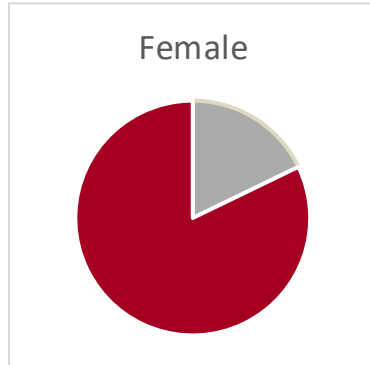
Our Mean Gender Pay Gap

**-3.90%**

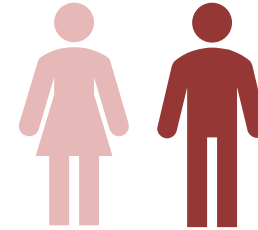




5.96% of Males received a company bonus



21.59% of Females received a company bonus



**-17.46%**

Mean Gender Bonus Gap

**-55.56%**

Median Gender Bonus Gap

Our Gender Pay Gap in respect to both the Mean and Median for bonuses is low in favour of women. This is accountable to the fact that our Head Office roles i.e sales roles, which are more eligible for bonuses are filled by more women.





# Gender Pay Gap Action Plan

## Our Gender Pay Gap Action Plan

At Constant, we are committed to creating an inclusive and diverse workplace where everyone can prosper throughout the business. Constant have consistently operated fair working practices for gender equality meaning that there is a small Gender Pay Gap; Mean -3.90% / Median -1.70% compared to a national average of Mean +10.9% / Median +12.8% \* Based on April 2025 Figures .

Over the years we have ensured recruitment, retention and progression have been inclusive and we have taken a data driven approach to targeting actions such as:

- Do men and women receive different performance scores on average?
- Is there an imbalance in internal progression?
- Can part time colleagues progress?
- Do we support both men and women in our organisation to take on caring responsibilities?

## Menopause Action Plan

We are increasing awareness of the challenges around navigating menopause in the workplace by providing managers and supervisors with training to allow them to support colleagues.

**Christine Lee**  
CEO





# Gender Pay Report Findings

Consistently over the years our data shows only a minimal gender pay gap.

Our gender pay gap has fluctuated slightly since last year supporting our ethos of equality and inclusion. However statistically there is a slight pay gap in favour of women.

This is due to women within the business being well represented in the Upper Middle and Upper Quartiles.

Our Action Plan seeks to address this, albeit our gap is significantly smaller than the national average.

We will strive to maintain an environment which allows everyone to thrive at every level of the organisation.

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

**Christine Lee**  
CEO





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