



VPS UK Limited Gender Pay Report – 28/02/2023

Data Snapshot Date 05/04/2022

PROPERTY SECURITY

GUARDIAN SERVICES

SITE SECURITY

GROUNDS SERVICES

GLAZING & LOCKS

Gender Pay Report - VPS UK Limited



Difference in the Hourly Rate of Pay to the advantage of **women**

3.52%
(Mean)

Difference in the Hourly Rate of Pay to the advantage of **women**

7.65%
(Median)

Difference in Bonus Pay to the advantage of **men**

54.3%
(Mean)

No Difference in Bonus Pay

0%
(Median)

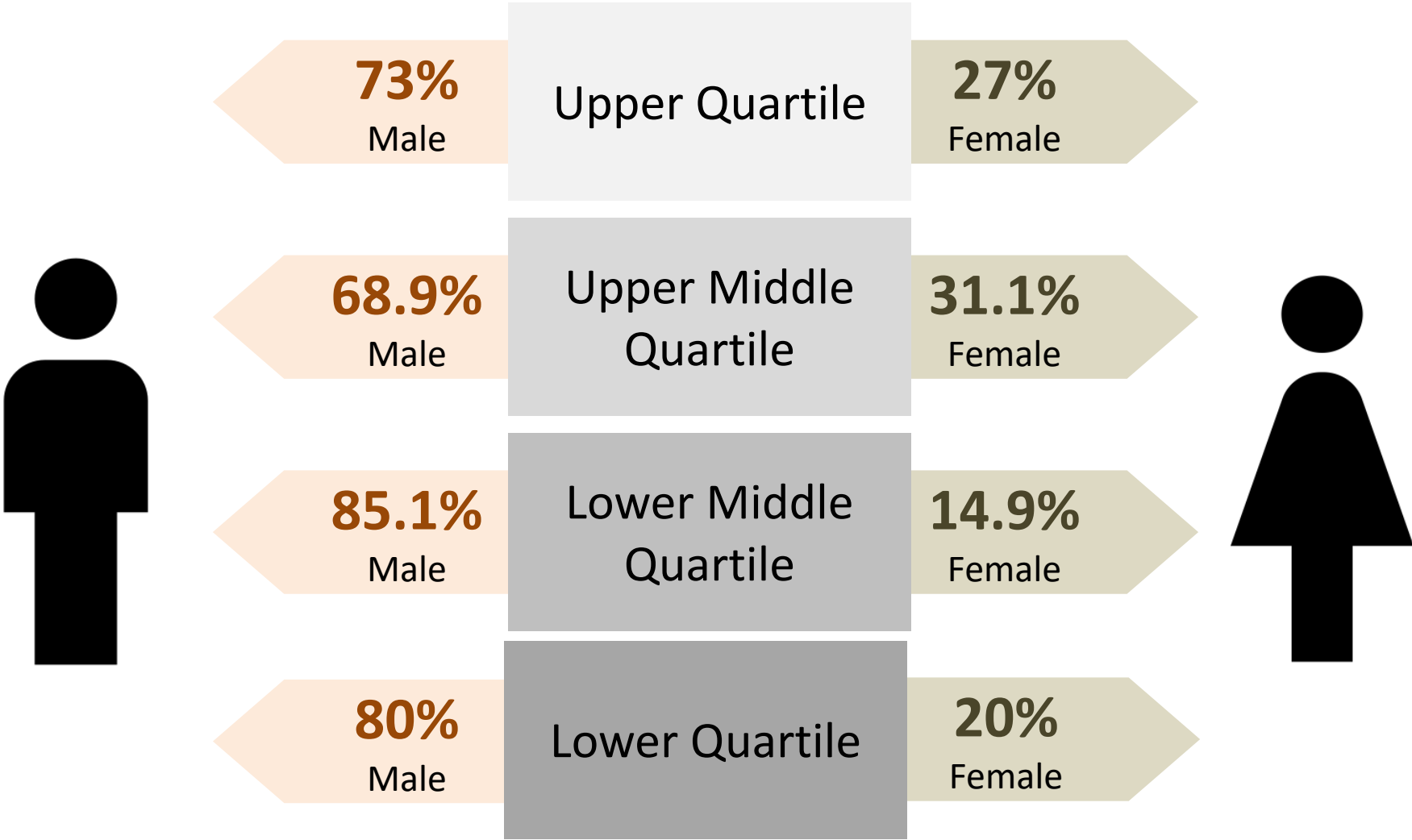
Percentage of Employees who Received Bonus Pay

36.4%
Males



68.1%
Females

Gender Pay Report - VPS UK Limited

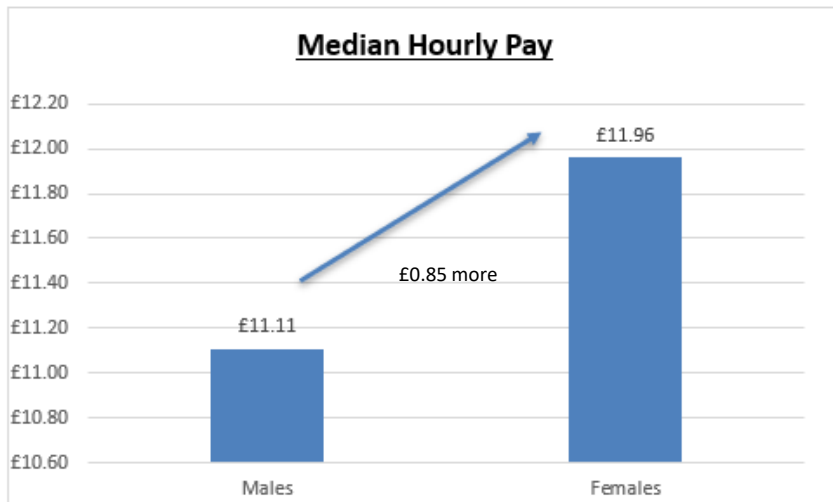


Gender Pay Reporting Illustrations



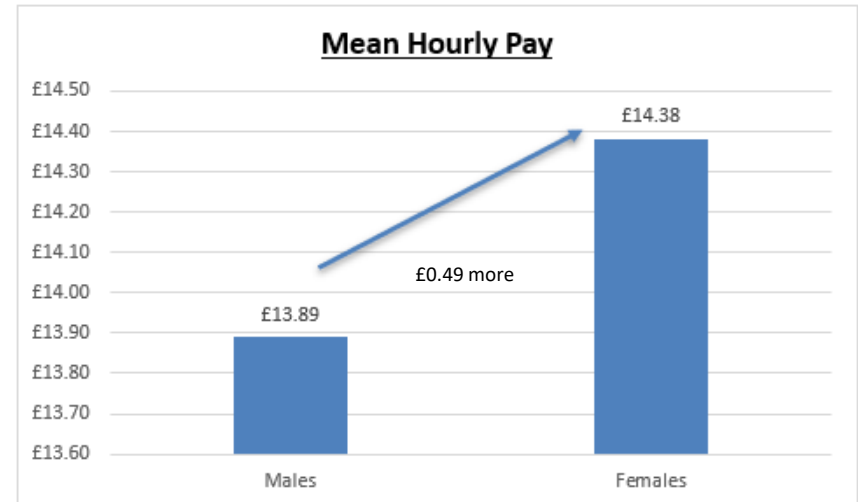
Hourly Pay Gap

Females earn £0.85 more than Males when comparing median hourly pay
Females median hourly pay is 7.65% higher than males



Hourly Pay Gap

Females earn £0.49 more than Males when comparing mean hourly pay
Females mean hourly pay is 3.52% higher than males

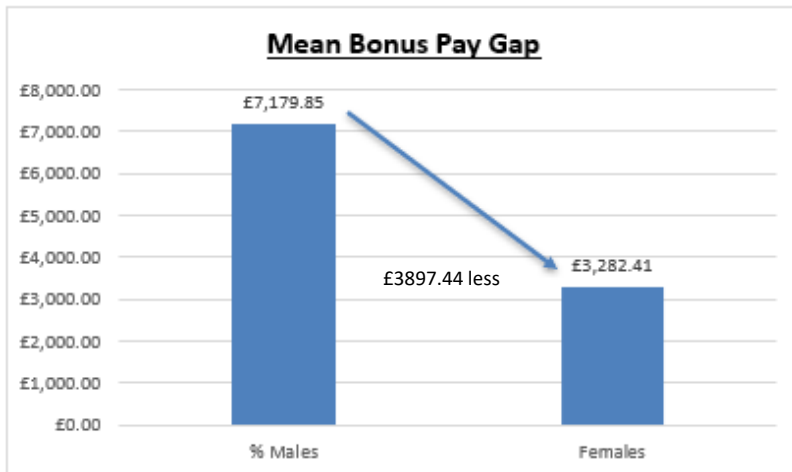


Gender Pay Reporting Illustrations



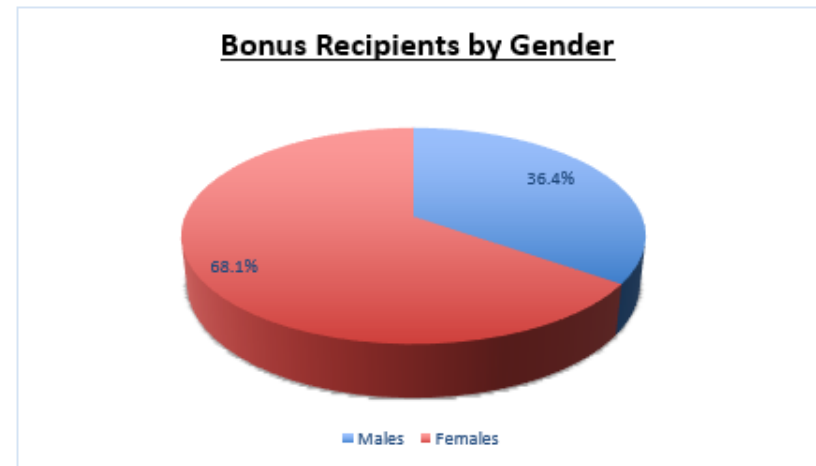
Mean Bonus Pay Gap

Males earn £7,179.85 and females earn £3,282.41 when comparing mean bonus pay
Their mean bonus pay is 54.3% higher than females



Bonus Pay Gap

68.1% of females received bonus pay
36.4% of males received bonus pay



Median Bonus Pay Gap

Males earn £1,800.00 and females earn £1,800.00, both earn the same

Gender Pay Reporting Illustrations



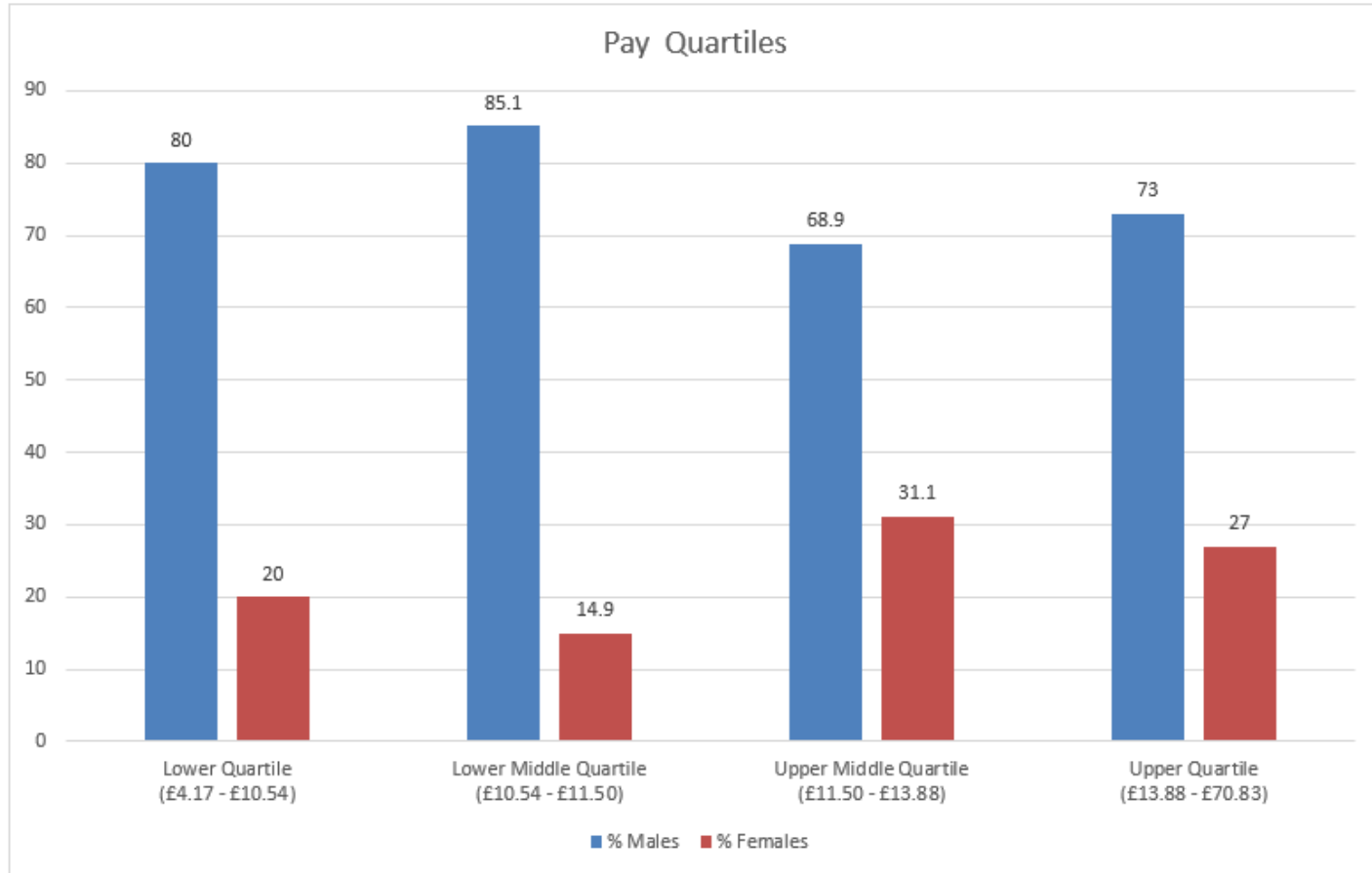
Pay Quartiles

80% of males occupy the lower quartile (advantage to women)

85% of males occupy the lower middle quartile (advantage to women)

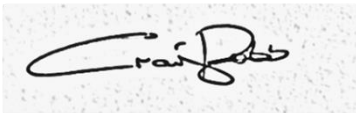
31.1% of females occupy the upper middle quartile (dis-advantage to women)

27% of females occupy the upper quartile (dis-advantage to women)

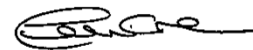


As a business we remain firmly committed to equality, diversity and dignity at work, and we actively seek to employ people with a wide range of skills and attributes as we believe this will help make us a better business.

We confirm that the Gender pay Information provided for VPS is accurate

A handwritten signature in black ink on a light grey background, reading 'Craig Robb'.

Craig Robb
Group CCO

A handwritten signature in black ink, reading 'Phil Green'.

Phil Green
HR Director