



Gender Pay Gap Report

April 2018



“We’re continually working towards a more diverse workplace here at Loomis UK”

A handwritten signature in black ink, appearing to be 'P. Högberg', written in a cursive style.

Patrik Högberg
Managing Director

Loomis UK

Loomis UK LTD works within the framework provided by the Loomis' Code of Conduct. This reflects our values as a company and provides guidance to all Loomis' employees to ensure that our behaviour complies with our values in practice.

Loomis' **values** are the foundation of our company and our corporate spirit, and should reflect the way that Loomis acts towards co-workers, customer and other stakeholders, including our shareholders.

People

We are committed to developing quality people and treating everyone with respect

Service

We strive for exceptional quality, innovation, value and exceeding customer satisfaction

Integrity

We perform with honesty, vigilance and high ethics

Loomis UK

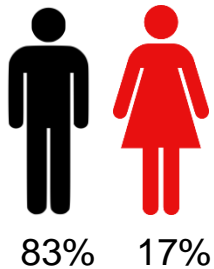
In the UK we work hard to ensure that everything we do complies with both the Loomis Code of Conduct, and with UK employment legislation. These two principles guide us on how we treat our employees and how we reward them.

Complying and ensuring equality of pay is fundamental to our agreements with our Union partners, and we have formal agreements in place to guarantee that all employees who are employed in our two major employment grades receive the same award irrespective of gender, age or race. These agreements cover our Driver / Guards and our Cash Management Services employees, which together make up 81.9% of our workforce.

Equal pay is only one part of the story, and the reporting of gender pay differences needs to be viewed in the context of our company structure, the industry within which we operate and the approach required by the regulations which compares the pay of males and females regardless of the role they perform.

2018 results

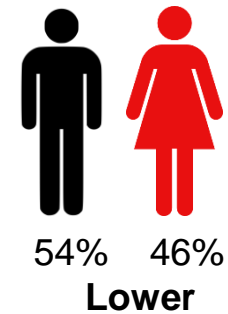
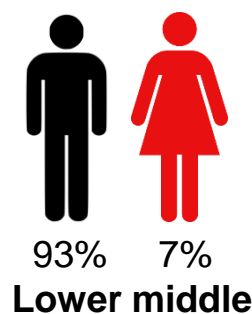
Workforce



Our % workforce today, is the same as 2017, with female employees predominantly employed with the Support functions and our Cash Management Services operation. As at this time the Executive Team was all male and supported by some female Head of Departments. During this reporting period an HR Director was being recruited for, and for the first time was to be part of the Executive Team.

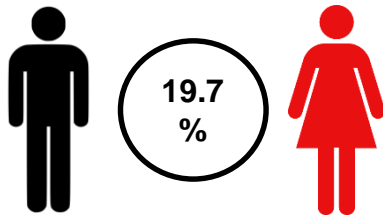
Pay Quartiles

Females are less well represented in upper to lower middle levels at Loomis. We need to better support the females who already work here to progress, as well as attract more senior females to Loomis.

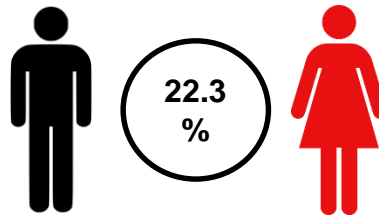


2018 results

Mean Pay Gap

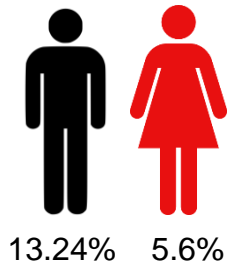


Median Pay Gap

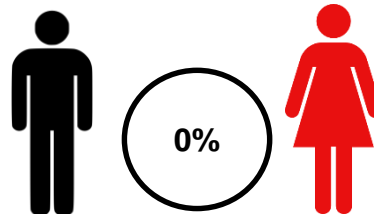


The cause for the gender pay gap at Loomis is the under-representation of females in senior roles. The under-representation means the average (mean) hourly pay for females at Loomis is 19.7% less than the average (mean) hourly pay for males, and the mid-point (median) hourly pay is 22.3% less for females.

Bonus Gap



Mean & Median Bonus Gap



Currently we have 13.24% of male employees who received a bonus in the reporting period, compared to 5.6% of females. This reflects both the Annual Incentive Plan which is applied to Branch Managers and Department Managers, and the bonuses awarded for Branch Performance via the 'Branch of the Year' award.

0% mean and median has improved since the last report, and we are making headway to maintain this improvement in the future.

Our recent progress and commitments to address gender pay gap

Advertising roles in Loomis UK

- Currently all positions are advertised as being open to both male and female applicants alike, and we actively encourage diversity throughout the recruitment process.
- The majority of our employees are recruited to work as front line Driver / Guards and this has generally been an attractive role to males and less so females.
- Our recruitment activities strive to limit the gender imbalance. One of the improvements Loomis will make is to advertise outside of the industry, and via traditional methods to ensure we're always searching for the best people for the job, regardless of gender.

More females in senior roles

- It was recognised by the business that a HR Director needed to be recruited, and for the first time to be part of the Executive Team. This emphasised the focus Loomis UK has on HR, and its development of diversity within the business.
- This vacancy has been filled since the date of this report (April 2018), and a female HR Director has been appointed, who is from outside of the security industry.
- At a more local level, we have seen an increase in female Driver / Guards of 2% and Branch Managers of 20%.

Our challenge now is to use the data we have, raise awareness of the current make up of our workforce at all levels and continue to provide a recruitment process and environment which is only inclusive to provide truly equal opportunities to all.



LOOMIS