



SmartSec Solutions Limited

Our Gender Pay Gap Report

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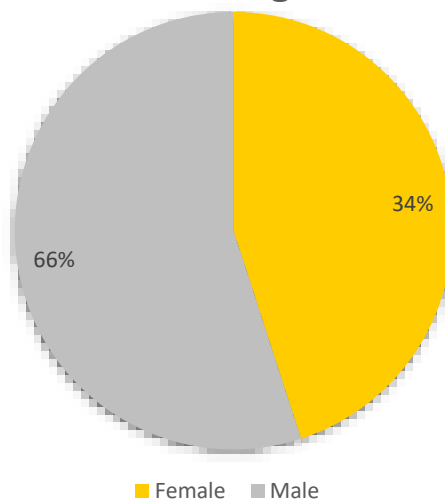
About Us:

SmartSec Solutions Ltd are a leading providing in the security and reception industry. Offering a full suite of protection and management services in bespoke packages, we are the preferred security provider for prestige properties in Central London and the City of London. We were established with a clear and defined vision; to offer our clients an outstanding and unrivalled personalised service. We operate in all parts of England, with a strong focus within London and the Home Counties and are particularly active in the City of London where we are proud to have a very distinguished client list.

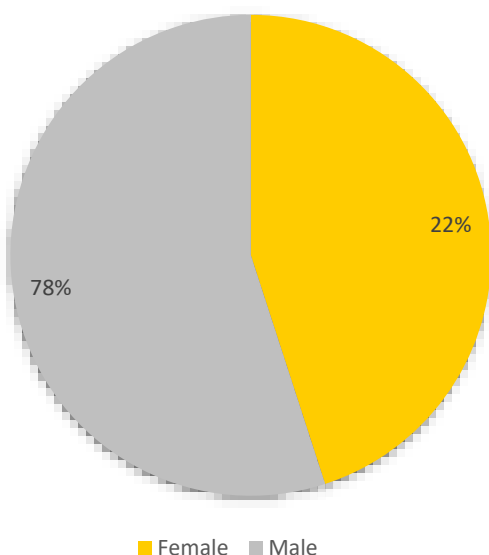
Coupled with our sister company Just Reception, we are able to offer high standards of Security, Reception and Front of House services to our clients.

Figures below as of 01.04.2022

Senior Management



Gender Accross Company



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Fawad Ahmad - Director



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Leyre Martinez Moreno –
Human Resources Manager**

Introduction:

SmartSec Solutions Ltd is committed to ensuring all staff employed are treated fairly and equally. We understand fairness and opportunity are at the heart of equal treatment, therefore all staff are presented with the same options throughout their employment. With heavy investment into training and staff development, SmartSec Solutions Ltd are committed to ensuring the gap between gender pay within the security industry is minimised. The security and reception industry are an extremely diverse, both in gender and background. This report will set out details of our gender pay gap for the business and the actions we are/will be taking to address any issues with our Gender Pay Gap.

Gender Pay Gap Reporting:

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with 250 employees or above are now obligated to report their gender pay gap information. The general purpose for this reporting is to ensure transparency due to increased demand with regulators. Gender Pay is different from Equal Pay, where Equal Pay is where a person of one gender, receives a lower pay than the other gender for carrying out the same or similar job. Gender pay is the difference between the average earnings of male and female over a certain time.

The gender pay gap reporting measures:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus proportions	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay

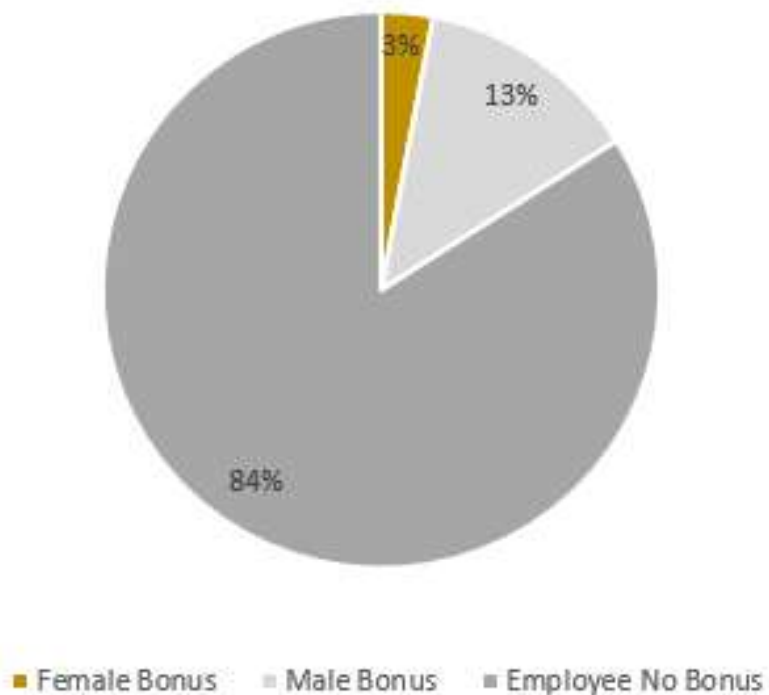
This report will be available through the Direct Gov website and www.smartsecsolutions.com. The number of staff members SmartSec holds at the point of reporting is 436.

Gender Pay Gap Report

Hourly Rate of Pay – Mean
1.99%

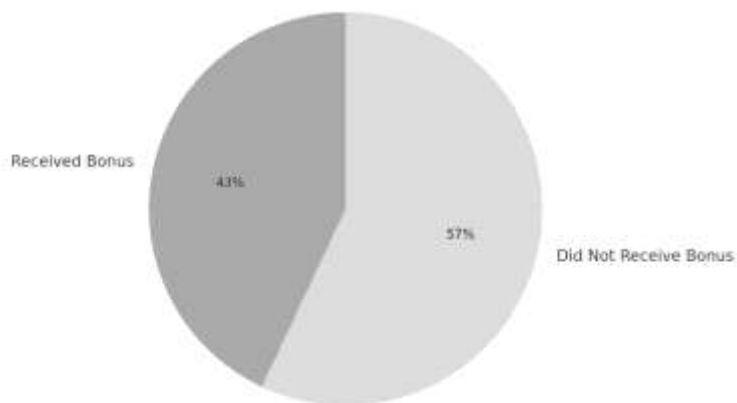
Hourly Rate of Pay – Median
0.91%

Bonus Breakdown

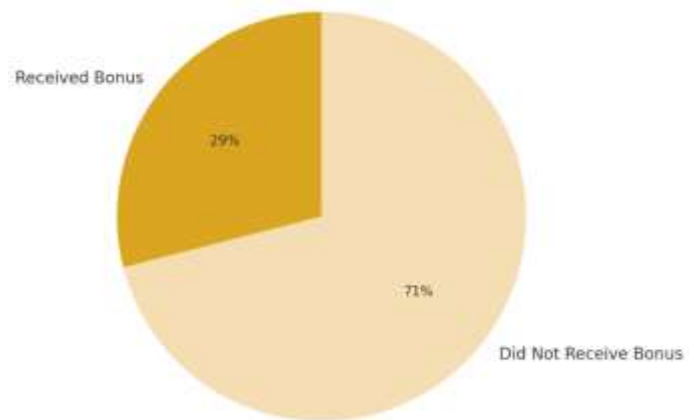


Bonus Report

Bonus Breakdown Male



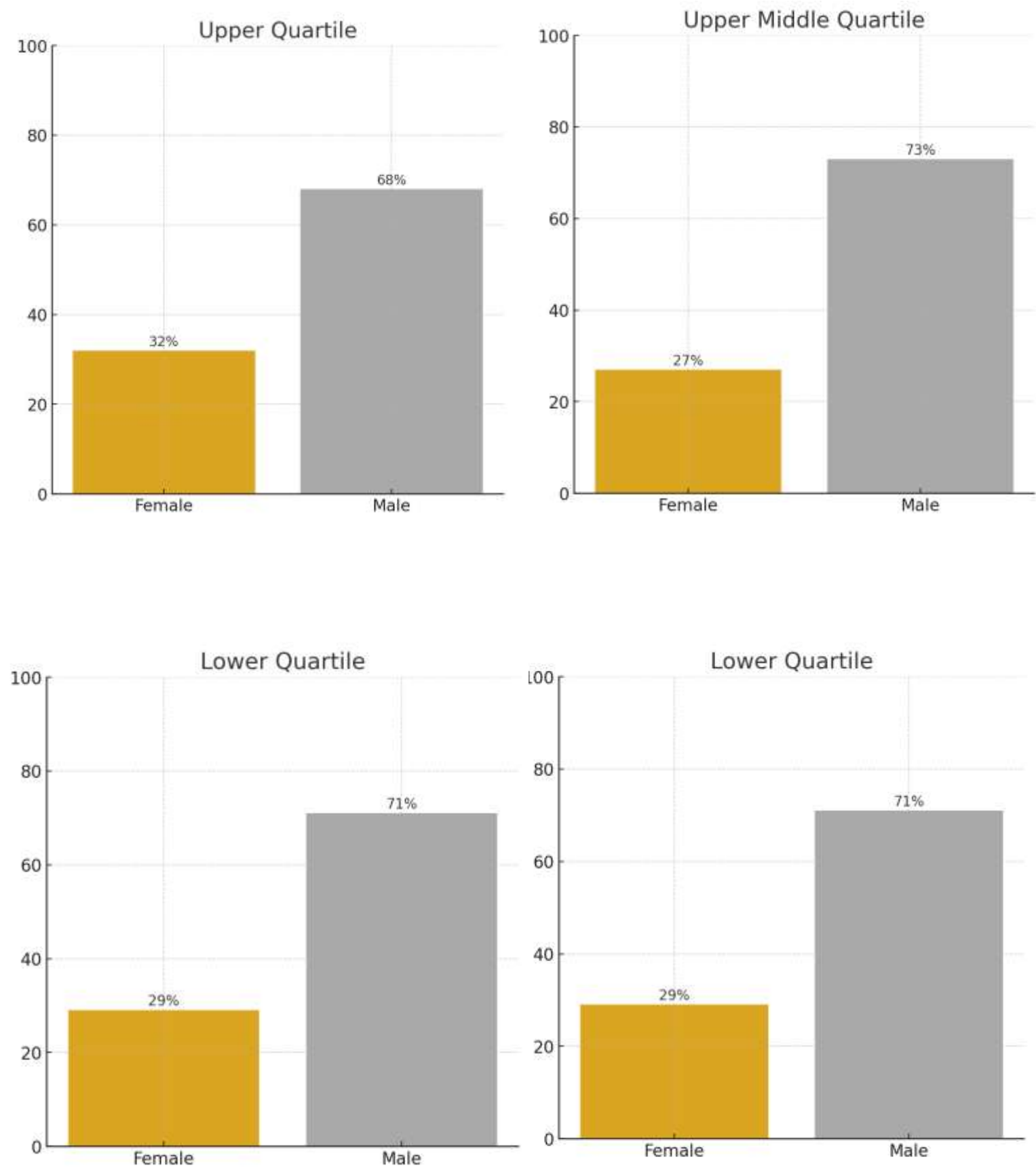
Bonus Breakdown Female



Difference in mean bonus pay
-8.86%

Difference in median bonus pay
-21.87%

Employees by Pay Quartile



Report Breakdown

	MEAN	MEDIAN
Gender Pay Gap	1.99%	0.91%
Gender Bonus Gap	-8.86%	-21.87%

	WOMEN	MEN
Upper Quartile	32%	68%
Upper Middle Quartile	27%	73%
Lower Middle Quartile	33%	66%
Lower Quartile	29 %	71%

Bonus Breakdown

43%

Of male received a bonus

29%

Of female received a bonus

Report Findings

The figures reported in this year's Gender Pay Gap analysis reflect the structure and operational composition of the business, which is divided between two core functions: corporate security and reception services.

The mean and median gender pay gap indicates a slight disparity in favour of the male population, which can be attributed to the higher proportion of male employees working in the security division of the business. Security roles account for the majority of the workforce and, in recent years, the company has acquired several large-scale contracts requiring the appointment of Security Managers. These roles carry a significantly higher salary, and most are currently held by male employees, which impacts the overall average male pay.

Conversely, the reception services division is more customer-service oriented, and roles within this function attract client-driven bonus incentives. The Front of House team is predominantly female, and bonus data reflects this, with female employees receiving higher bonus amounts on average. This explains the negative gender bonus gap figures, which show a variance in favour of women.

The pay quartiles reflect the gender distribution within each service line. While male employees continue to dominate all four quartiles due to their greater overall representation in the business, it is worth noting that a significant proportion of female employees are placed in the upper and middle-upper pay quartiles, largely due to their presence in higher-paid reception roles.

In summary, the current Gender Pay Gap figures reflect the operational and structural profile of the business, rather than an imbalance in pay for equal work. The slight pay gap in favour of male employees results from the nature of senior security roles and their remuneration, while the bonus gap in favour of female employees is consistent with the structure of reception contracts and client-led reward schemes.

The company remains committed to ensuring fairness in pay and equal opportunities for progression across all roles, regardless of gender. In addition, we are committed to encouraging greater female representation in security roles and increasing male representation within the reception team, to help achieve a more balanced gender distribution across both areas of the business.

Addressing the challenge:

We recognise that our gender pay gap figures are influenced by the current distribution of roles within the business, particularly the higher number of men in senior security positions and the stronger female representation in reception roles. While these differences reflect the structure of the workforce rather than unequal pay for equal work, we are committed to addressing the imbalance. Our approach includes encouraging more women to pursue careers in security by promoting inclusive recruitment and supporting their progression into senior roles. At the same time, we aim to increase male representation within reception services by highlighting the career potential in this area. We will continue to monitor pay data closely and raise awareness across the business to ensure that all employees, regardless of gender, have equal access to opportunities and are rewarded fairly for their contribution.