



SmartSec Solutions Limited

Our Gender Pay Gap Report

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Contents

1	About us	3
2	Introduction and Gender Pay Gap Reporting	4
3	Reporting Measures – Gender Pay Gap	5
4	Reporting Measure – Bonus Report	6
5	Reporting Measure – Employees by Pay Quartile	7
6	Report Findings	8



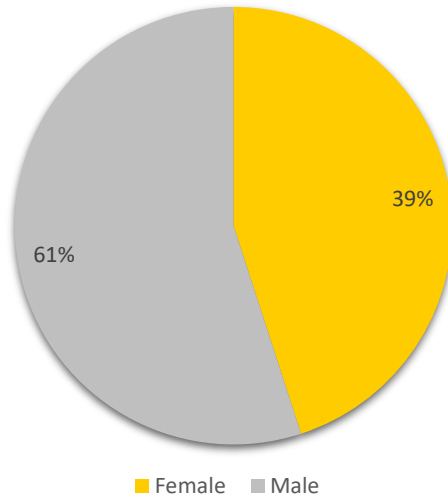
About Us:

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.

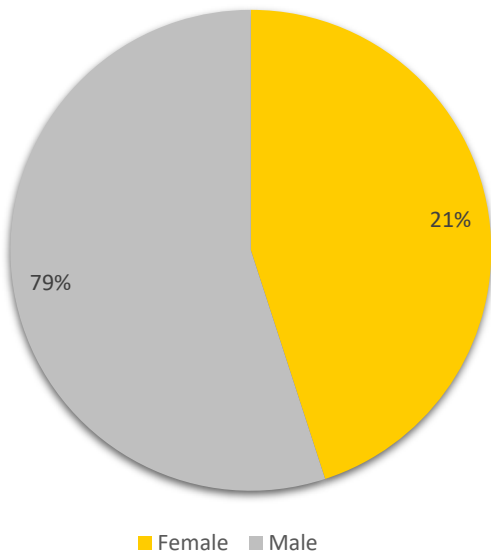
Coupled with our sister company Just Reception, we are able to offer high standards of Security, Reception and Front of House services to our clients.

Figures below as of 01.04.2022

Senior Management

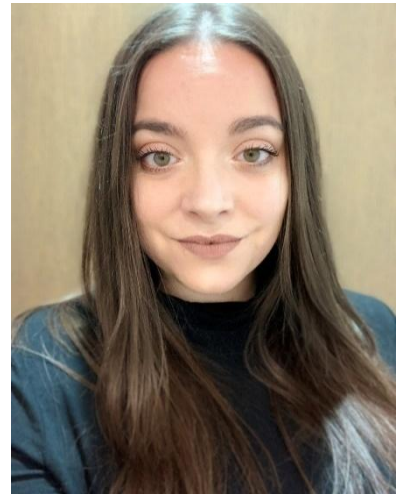


Gender Accross Company



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 minimalised. 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

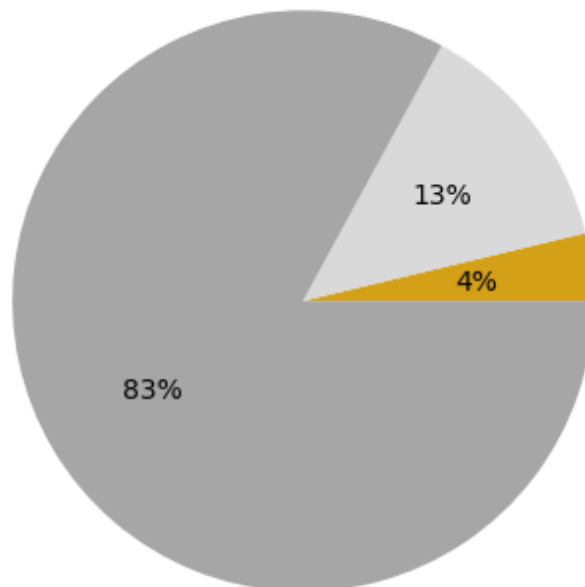
Hourly Rate of Pay – Mean

5.42%

Hourly Rate of Pay – Median

3.60%

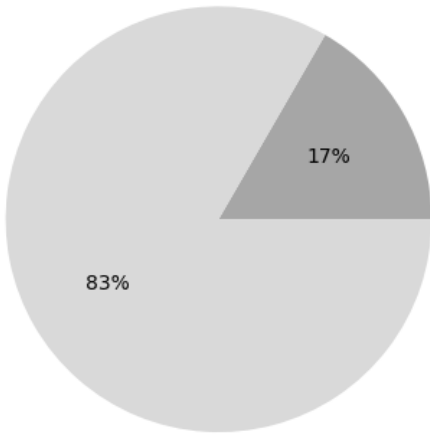
Bonus Breakdown



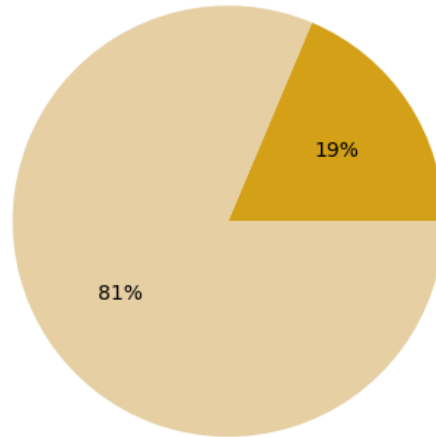
Female Bonus Male Bonus Employee No Bonus

Bonus Report

Bonus Breakdown Male



Bonus Breakdown Female



Received Bonus Did Not Receive Bonus

Received Bonus Did Not Receive Bonus

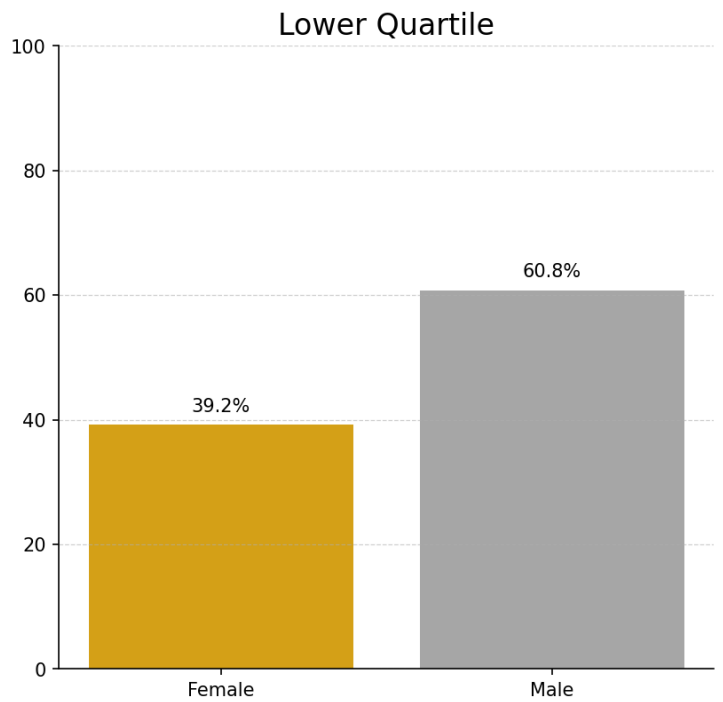
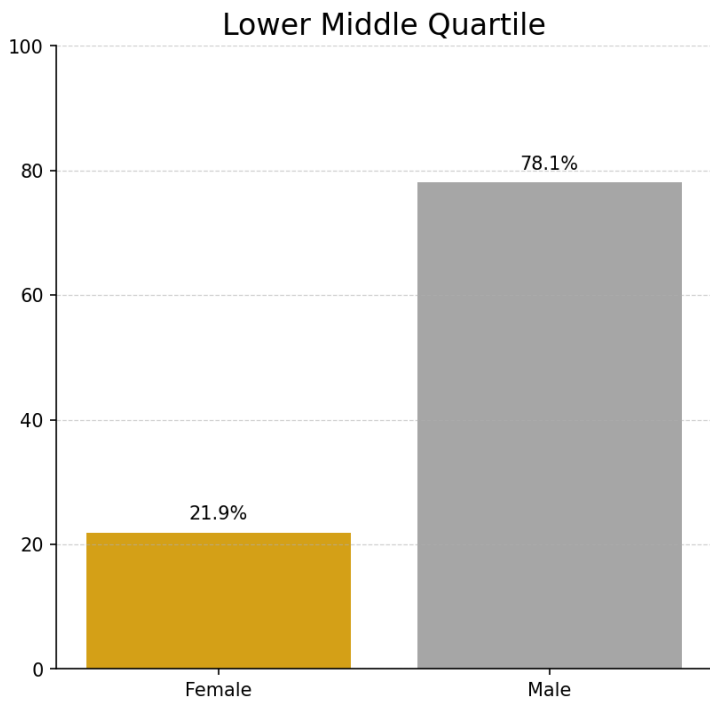
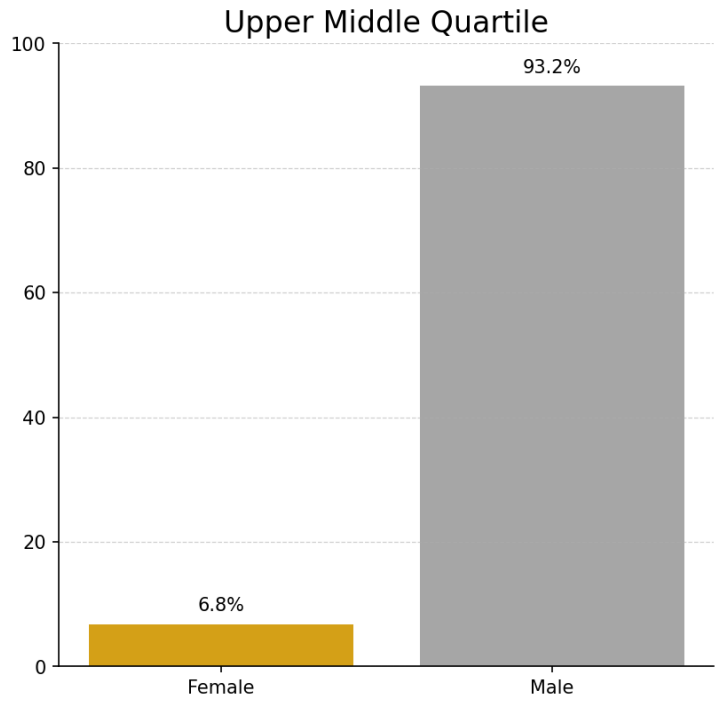
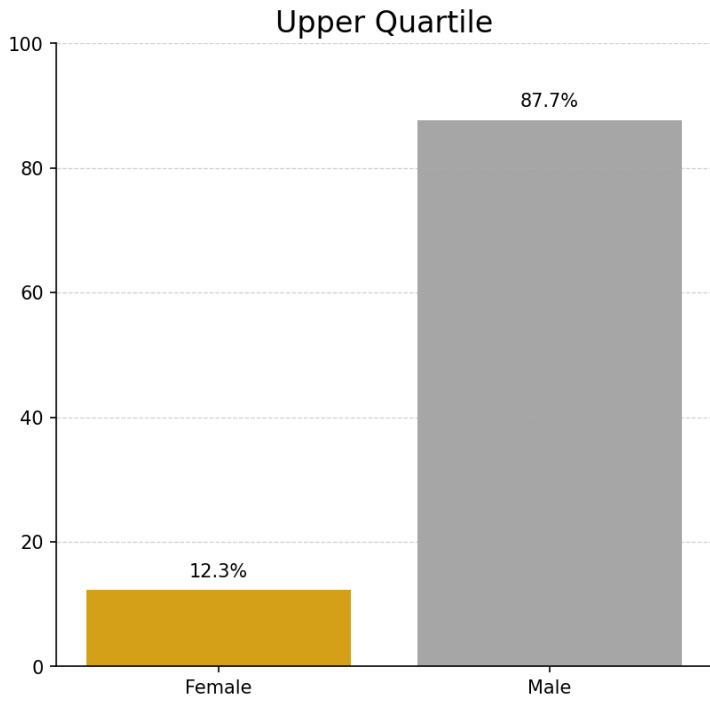
Difference in mean bonus pay

-16.96%

Difference in median bonus pay

0.96%

Employees by Pay Quartile



Report Breakdown

	MEAN	MEDIAN
Gender Pay Gap	5.42%	3.60%
Gender Bonus Gap	-8.86%	-21.87%

	WOMEN	MEN
Upper Quartile	12.3%	87.7%
Upper Middle Quartile	6.8%	93.2%
Lower Middle Quartile	21.9%	78.1%
Lower Quartile	39.2 %	60.8%

Bonus Breakdown

16.67%

Of male received a bonus

18.64%

Of female received a bonus

Report Findings

SmartSec Solutions is a corporate security and front of house services provider. Our workforce reflects the labour market we operate within, particularly the security sector, which continues to be male dominated. Reception, front of house and administrative roles tend to attract a higher proportion of women, while operational security roles, especially senior positions, are more commonly held by men.

During 2025, SmartSec Solutions was awarded several large, multi staffed sites. These sites typically require a full front of house team alongside a security team led by a Site Security Manager. These managerial and specialist security roles command higher salaries and are predominantly occupied by men due to the gender imbalance within the security profession.

In previous years, the company managed a larger number of single person sites. Many of these roles were undertaken by receptionists or building managers, positions in which women are more strongly represented. As our contract portfolio has shifted towards larger sites with layered security structures, the proportion of higher paid security roles has increased, contributing to the current pay gap.

While there is now a slightly higher proportion of men in front of house and reception roles compared with earlier years, security remains a male dominated industry overall, particularly at supervisory and managerial levels.

Our mean and median hourly pay gaps show that men earn more on average than women. This gap is primarily driven by the distribution of roles across the organisation rather than differences in pay for the same work. Higher paid roles, such as Site Security Managers and senior security personnel, are predominantly held by men, while lower paid roles, including some front of house and reception positions, have a higher representation of women. We operate equal pay for equal work policies and pay employees according to role requirements, responsibilities and market rates.

A slightly higher percentage of women received a bonus during the reporting period. Bonuses at SmartSec Solutions are typically linked to roles involving sole responsibility for a site, site management duties, or performance related contributions.

Women's mean bonus pay was higher than men's. This reflects the types of roles held by some female employees, including building managers and positions within HR and Accounts, where bonus schemes may be structured differently or linked to performance outcomes.

Although more men received bonuses in absolute numbers due to the overall male workforce majority, the higher average bonus for women reflects role distribution rather than preferential treatment.

Addressing the challenge:

SmartSec Solutions is committed to fairness, equality and inclusion across all areas of the business. We recognise that the gender imbalance within the security sector influences our workforce composition and pay distribution. We will continue to review recruitment, progression and training practices to support greater gender balance across all levels of the organisation.

We are working to promote opportunities for women to enter and progress within security roles, while supporting career development and training across all departments. We also ensure that pay and bonus decisions are transparent, objective and based on role requirements. We will continue to monitor our gender pay gap and take proportionate steps to promote a more balanced workforce over time.