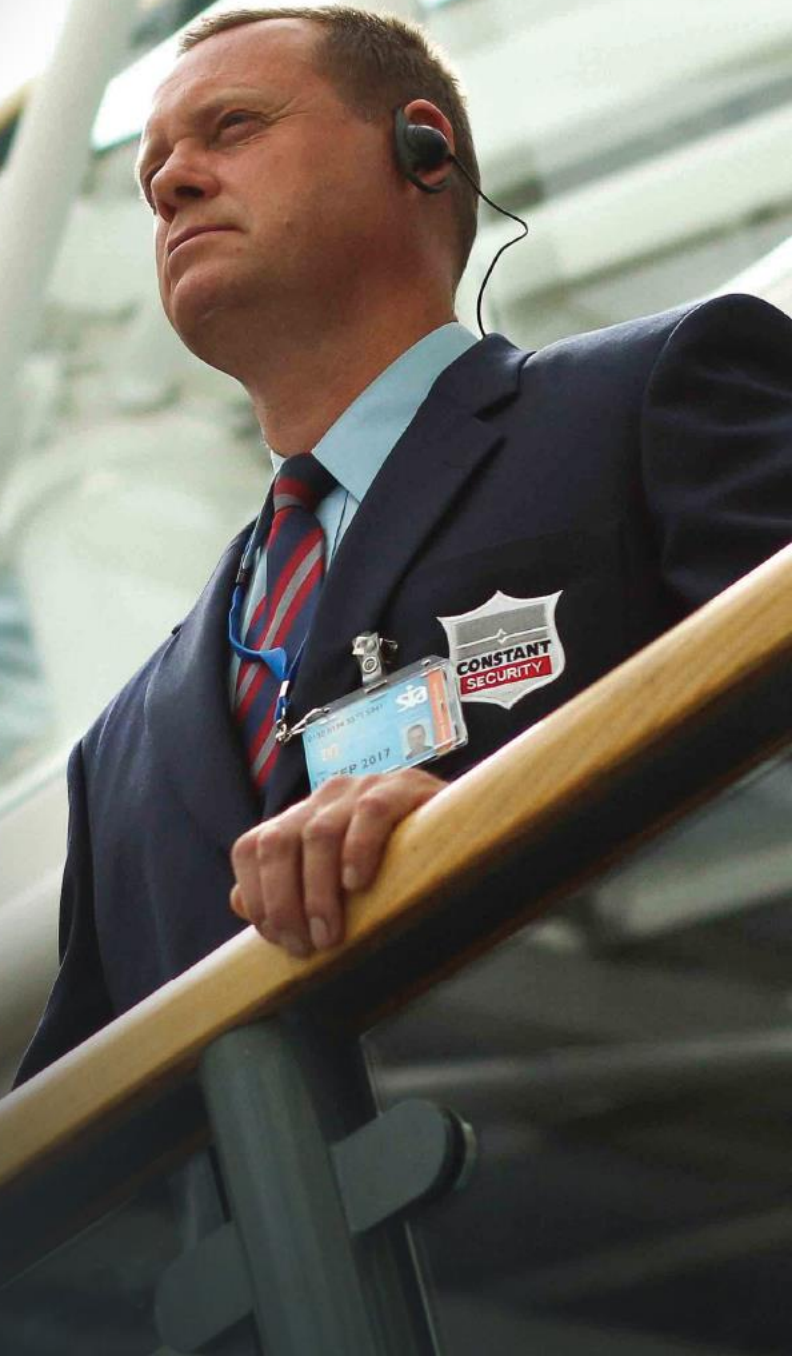


Gender Pay Gap Report 2025



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.

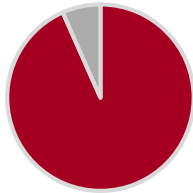
Constant recognises the importance of valuing diversity and as such is committed to ensuring that staff are treated equally and fairly, with no importance put on the gender of its employees.

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.



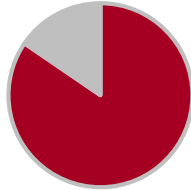
Gender Distribution Across Four Quartiles*

LQ



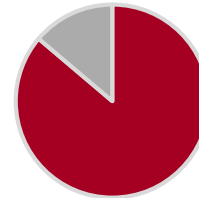
93.37% Male
6.63% Female

LMQ



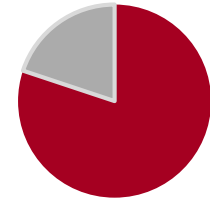
84.53% Male
15.47% Female

UMQ



86.19% Male
13.81% Female

UQ



80.11% Male
19.89% 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 -0.0260% Mean pay gap and a -0.0060% 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 2024 Figures

The National Gender Pay Gap for all employees **7.00%*** for all full time employees

Our Median Gender Pay Gap

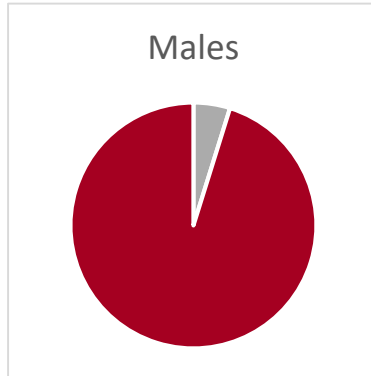
-0.0260%

Our Mean Gender Pay Gap

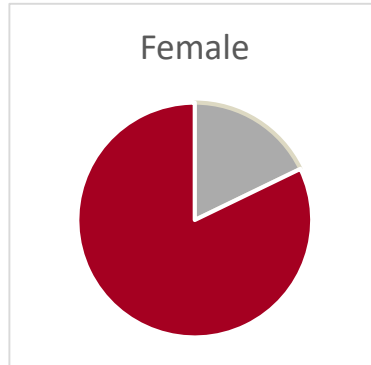
-0.0060%



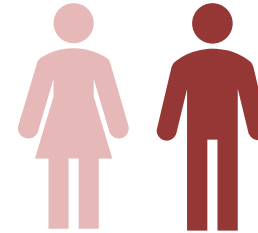
Bonus Pay Information



4.82% of Males received a company bonus



17.82% of Females received a company bonus



-0.11%

Mean Gender Bonus Gap

0.125%

Median Gender Bonus Gap

Looking at the data, our Gender Pay Gap in respect to both the Mean and Median for bonuses is extremely low, with the mean in favour of women. While the median gap is only slightly in favour of men. This is accountable to the fact that our Head Office roles i.e sales roles, which are more eligible for bonuses, are filled by an equal proportion of men and women.





Gender Pay Report Findings

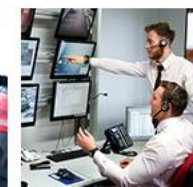
Consistently over the years our data shows no gender pay gap in favour of men.

Generally, our gender pay gap has fluctuated since last year, but only very slightly. Indicating that we are as close as ever to achieving equal pay, however statistically there is still a slight pay gap in favour of women.

This comes down to the fact that women within the business are well represented in the Upper Middle and Upper Quartiles.

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

Christine Lee
Chief Executive Officer





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