



VPS UK Limited and Evander Glazing and Locks Limited Gender Pay Report, March 2019

Data Snapshot Date 5th April 2018

PROPERTY SECURITY

GUARDIAN SERVICES

SITE SECURITY

GROUNDS SERVICES

GLAZING & LOCKS

Gender Pay Report - VPS UK Limited



Difference in the
Hourly Rate of Pay

6.2%

(Mean)

Difference in the
Hourly Rate of Pay

-12.2%

(Median)

Difference in
Bonus Pay

22.8%

(Mean)

Difference in
Bonus Pay

2.3%

(Median)

Percentage of Employees who Received Bonus Pay

75.1%

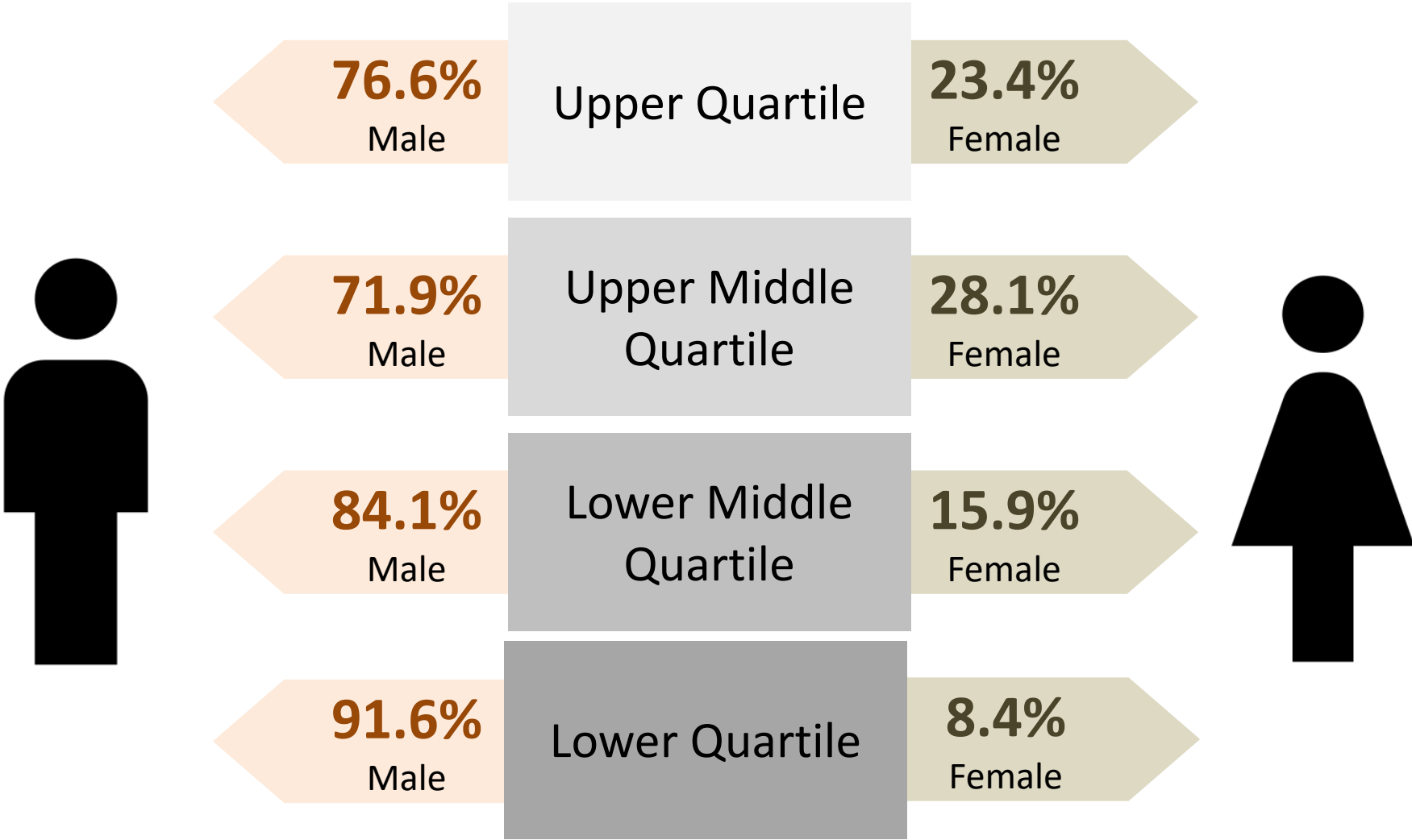
Males



72.0%

Females

Gender Pay Report - VPS UK Limited



Difference in the
Hourly Rate of Pay

7.9%

(Mean)

Difference in the
Hourly Rate of Pay

13.6%

(Median)

Difference in
Bonus Pay

63%

(Mean)

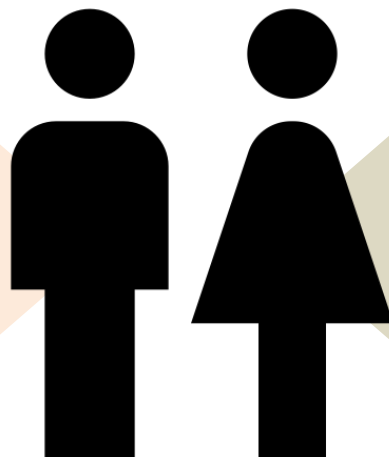
Difference in
Bonus Pay

94%

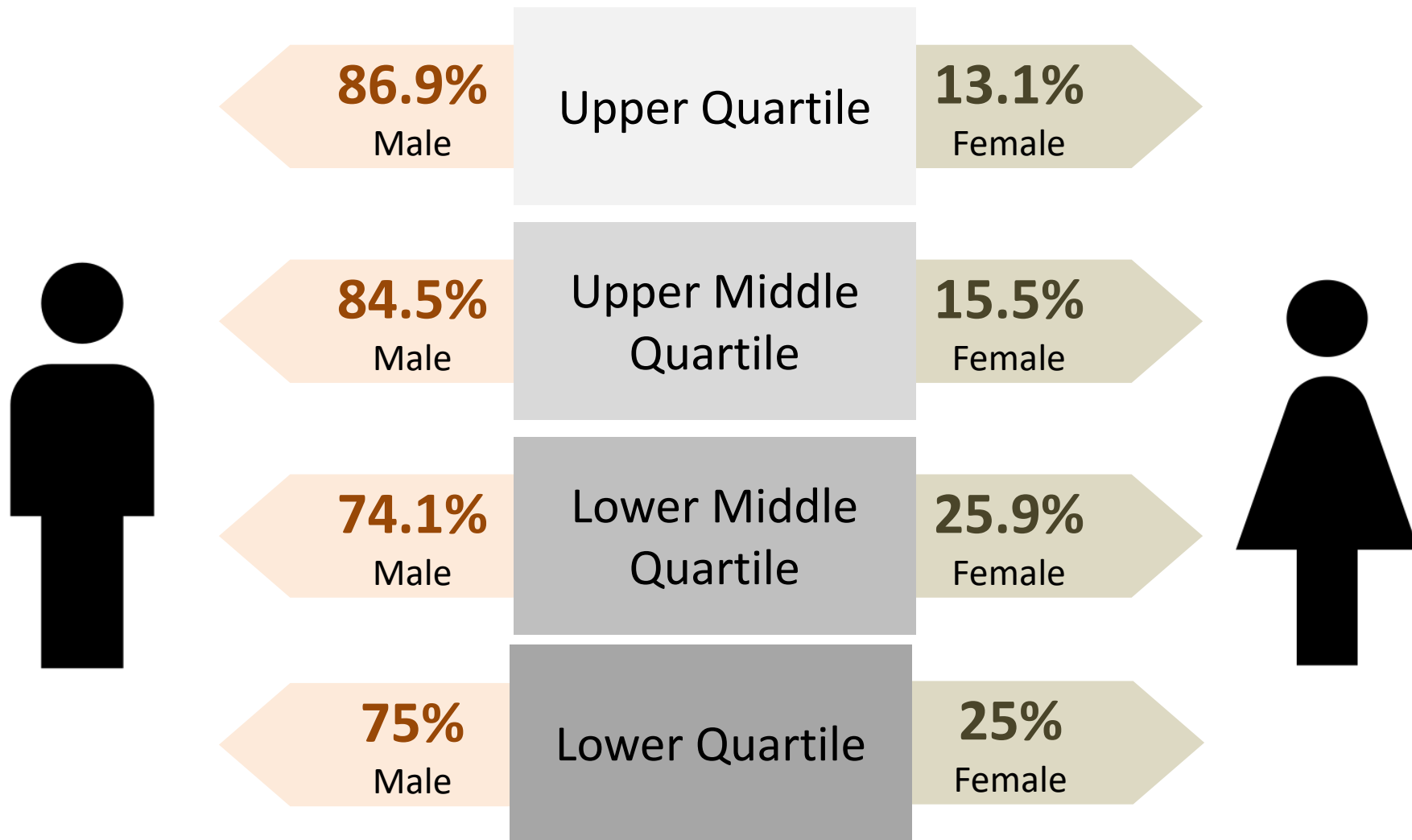
(Median)

Percentage of Employees who Received Bonus Pay

63.2%
Males



39.8%
Females



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 recognise that we need to do more to increase the number of female employees in all parts of our businesses

We confirm that the Gender pay Information provided for VPS UK Limited and Evander Glazing and Locks Limited is accurate

Lee Newman
Group Chief Executive

Mike Winstone
Group HR Director