



# VIGILANT

PRIVATE SECURITY WITH MILITARY PRECISION

## Gender Pay Gap Reporting

At Vigilant Security, we value equal opportunities for all team members, creating an environment that encourages growth and development. Our team plays a crucial role in our future achievements. To comply with regulations, we annually disclose our gender pay and bonus gaps, for the tax year to April 2024, based on the six essential metrics for gender pay gap reports.

- The average pay of full-time employed women exceeds that of men by 5.1%.
- The median pay of full-pay women is 1.9% higher than that of men.
- Women's average bonus pay is 45.2% higher than that of men.
- The median bonus pay for women is 58.4% higher than that of men.
- The percentage of men and women who received bonus pay: **Men: 19%, Women: 31%.**
- The distribution of full-pay men and women in each of the four quartile pay bands.

Quartile GPG	Male	Female
Lower	92.9%	7.1%
Lower Middle	84.5%	15.5%
Upper Middle	92.0%	8.0%
Upper	82.8%	17.2%

The numbers were calculated according to the mechanisms outlined in the gender pay gap reporting legislation.



# VIGILANT

PRIVATE SECURITY WITH MILITARY PRECISION

We are proud to report the gender pay gap is insignificant and that the bonus gap is due to a statistical anomaly in which the comparing data over a small population of female employees and a large population of male employees.

I can verify that the statistics in the gender pay gap report are precise and have been calculated according to the mechanisms outlined in the gender pay gap reporting legislation.

Signed:

**Paul Williamson**

Managing Director

Vigilant Security

Date: 09/04/2024

Vigilant Security, 17 Hanover Square, Mayfair, London, W1S 1QU  
01387 247842 info@vigilant.uk www.vigilant.uk