

# ASSA ABLOY Opening Solutions

## Gender Pay Report 2019

Experience a safer and more open world



## About us

ASSA ABLOY Group is the global leader in access solutions. Every day, we help billions of people to experience a more open world.

At ASSA ABLOY Opening Solutions UK & Ireland, we are redefining opening and access solutions for homes, businesses and institutions. Our offering includes door and window hardware and systems, access control solutions and services.

With a turnover of around 240 million GBP, we employ around 1,050 employees, across 9 sites in the UK, our main head office being in Willenhall, West Midlands.

A diverse group of employees is a sign of strong and balanced leadership. At ASSA ABLOY, we work systematically to balance age, gender, industrial background, ethnicity, culture and religion – all of this and more is what makes up a rich and diverse company.



## Gender Diversity

Gender diversity is an integral part of ASSA ABLOY's Code of Conduct and business operation. Gender balance at all levels of the organisation across different functions will strengthen the Group's competitiveness and performance.

Discrimination due to gender when it comes to employment and employment conditions, work environment, job tasks, development opportunities and promotion will not be tolerated.

Efforts to increase the number of women in leadership roles within ASSA ABLOY is an important component of our talent management process. Specifically, managers are expected to examine their organisations to ensure that qualified females are considered for high profile projects, development and leadership opportunities.



People are our most valuable resource – it's our employees that turn our vision into reality



### Our Gender Pay Gap Data explained

ASSA ABLOY's activities mean that we employ people in a range of disciplines including graded production, engineering, commercial and professional roles in Shared Services inclusive of Finance, Purchasing, IT and HR. We also have teams of R&D Specialists in Design, Mechanical, Electrical and Software.

A large proportion of our workers are involved in light assembly, many of which are female, contributing significantly to our gender pay gap.

## Gender pay and bonus gap

The gender pay gap is a measure of the difference between average earnings of men and women across the entire organisation.

The scope of this report includes all employees within ASSA ABLOY UK. Also included are a team of Divisional Managers and staff with responsibilities covering Europe, Middle East and Africa region, located in our EMEA headquarters in London.

We have seen a welcome increase in the number of women choosing to join ASSA ABLOY UK on their career progression. However, we currently employ a greater number of men than women. At the time of this report, our employee split was: **64.75% male workers and 35.25% female workers.**

MEAN	MEDIAN
38.65%	34.14%

### Hourly pay

As reported by all organisations in the UK, we are obliged to disclose the mean and median differences in the average hourly pay of all employees working for ASSA ABLOY UK. In this instance, our data shows that men are paid 38.65% more than women on average and when looking at the median value, they are paid 34.14% more.

MEAN	MEDIAN
83.48%	0%

### Bonus pay

Our bonus calculation shows that men are paid 83.48% more than women, however the median is the same.

Although ASSA ABLOY UK have a larger number of male employees in higher paid positions, we are pleased to report that the proportion of women and men receiving a bonus is very close.



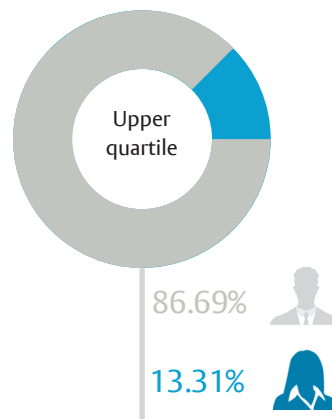
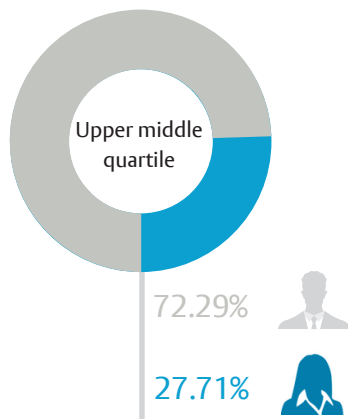
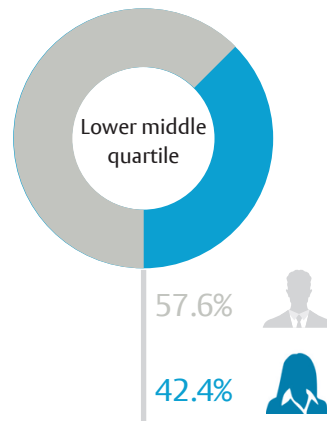
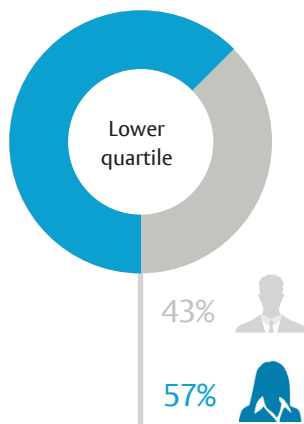
WOMEN  
92.0%



MEN  
85.9%

## Pay quartiles

In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four pay quartiles. Preceding 5th April 2018, 64.75% of our workers were male, and 35.25% were female.



# What are we doing to address our gender pay gap?

ASSA ABLOY has set a target to increase gender balance in the organization. Our goal is to achieve at least **30% female representation at managerial level globally by 2020**. Within our UK business we are currently at **32%**.

We are currently working on the following initiatives to ensure the improvement of gender balance within ASSA ABLOY:

- Development of our Mentoring programme by expanding the geographical scope on a wider scale to increase opportunities for our employees.
- As part of our recruitment process we ensure our adverts include the range of benefits we have to offer to demonstrate our commitment to being an 'employer of choice' for all future talent.
- In addition, we are reviewing our advertisement methodology and conducting research into the most effective ways to attract a diverse pool of applicants to support our business.

We are currently providing training for our staff to increase

- awareness of the negative effect of gender disparity and bias within our organisation; we hope by doing this we will ensure equality and diversity is promoted at all levels.



"We are extremely proud of the successes achieved so far by our people and we will promote these both internally and externally, to instill confidence with our current and future employees that we are committed to the career development for all employees, regardless of gender".

**Jeanette McFarland**  
Chief Operating Officer  
ASSA ABLOY Opening Solutions  
UK & Ireland

## Final thoughts



"At ASSA ABLOY Opening Solutions UK and Ireland we are committed to attracting, hiring and developing the best talent across all diversity dimensions. We recognise that a mix of men and women at all levels enhances the organisation's operational performance and supports balanced decision making processes, therefore improving our ability to challenge the status quo and progress. As a leadership team we seek to continually measure, review and refine our approach to attracting the best people from a diverse background".

**Harry Warrender**  
Market Region Manager  
ASSA ABLOY Opening Solutions  
UK & Ireland



"We have a strong ethos of internal development and promotions within our business and continue to develop and encourage our workforce to be the best that they can be. Our gender balance as a manufacturer will continue to be a challenge, but we are working with a range of educational establishments to influence young people to choose a career within our industry. We have increased the numbers of vacancies available for apprenticeships, undergraduate placements and graduate programmes over recent years over a range of disciplines. Such programmes attract a diverse intake. By continuing to invest in young talent we feel more confident that a diverse talent pool will develop into our senior leadership for the future success of our business".

**Wendy Weston**  
HR Director  
ASSA ABLOY Opening Solutions  
UK & Ireland

The ASSA ABLOY Group is the global leader in access solutions. Every day we help people feel safe, secure and experience a more open world.

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