



ASSA ABLOY Opening Solutions

ASSA ABLOY
Opening Solutions

Gender Pay Report 2020

Experience a safer
and more open world

About us

ASSA ABLOY 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, 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 260 million GBP, we employ around 1,100 employees, across 8 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.



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

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. Our internal KPI's have shown an improvement of diversity at the senior level, this has been improving year on year.



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 females, 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 Opening Solutions. 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 Opening Solutions 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: **65.36%** male workers and **34.64%** female workers.

Pay Gap

	2019	2018
Mean	35.12%	38.65%
Median	31.54%	34.14%

These figures above show that men are paid 35.12% more than women in our organisation on average, when looking at the median they are paid 31.54% more.

Bonus Gap

	2019	2018
Mean	67.06%	83.48%
Median	0.00%	0.00%

MEAN

The mean is calculated by adding all salaries and dividing by the number of employees.

MEDIAN

The median is calculated by listing all salaries in order and selecting the middle number, if there are two middle numbers, then the mean of these two is used.



WOMEN
89.00%

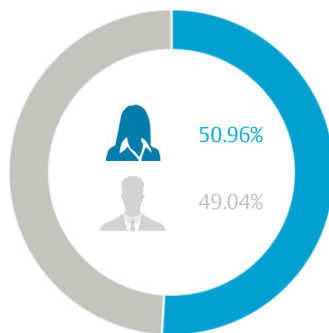


MEN
85.47%

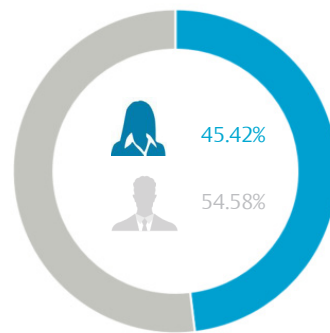
Although ASSA ABLOY Opening Solutions have a larger number of male employees in higher paid positions, we are pleased to report that the proportion of women and men receiving a bonus is very close.

Pay quartiles

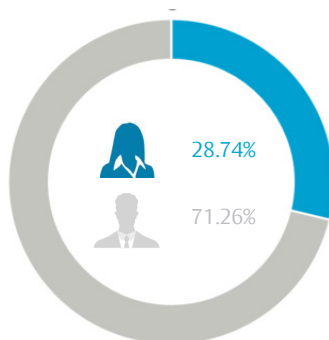
In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four quartiles.



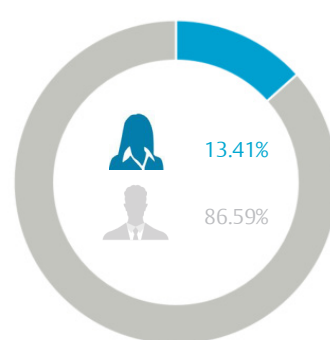
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



What we have done so far

Early Talent

We have been increasingly involved in early talent attraction initiatives with schools and universities and this has led to an increase in a larger and more diverse applicant pool.

We also offer work experience opportunities all year round to young talent. Exposing opportunities that may have been historically male orientated or vice versa.

Vacancies

All vacancies are advertised internally to ensure we are providing career progression opportunities to our internal workforce as well as external. As a result we have seen a noticeable increase in female appointments over the previous 12 months in management roles. Since 2017 our representation of females at senior levels has increased from 28% to 34%.

Diagnostic Tool

We have begun to use a diagnostic tool to enable our adverts to be reviewed to ensure we are not using gender biased wording. In addition to this, work has been done with our recruitment partners to provide us with a more diverse applicant pool by more effective promotion of our opportunities.

Final thoughts



Harry Warrender

Market Region Manager
ASSA ABLOY Opening Solutions
UK & Ireland

"At ASSA ABLOY Opening Solutions 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."

"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 number of vacancies available for apprenticeships, undergraduate placements and graduate placements 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. We are pleased to see that our gender pay gap has started to decrease in line with the number of female leaders increasing to 34% of our leadership team."



Wendy Weston

HR Director
ASSA ABLOY Opening Solutions
UK & Ireland

"We are making progress in reducing the Gender Pay Gap. Creating a workforce that is flexible, diverse and inclusive and attracts, retains, develops and motivates talent is our goal regardless of gender. We are committed to the career development of all our employees and immensely proud of their achievements."



Jeanette McFarland

Chief Operating Officer
ASSA ABLOY Opening Solutions
UK & Ireland

ASSA ABLOY is the global leader in door opening solutions, dedicated to satisfying end-user needs for security, safety and convenience

ASSA ABLOY
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