

## Gender Pay Report 2021

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 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 260 million GBP, we employ around 1,100 employees, across 7 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. Our internal KPI's have shown an improvement of diversity at the senior level, this has been improving year on year. We currently sit at 33% YTD.



## 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 UK & Ireland. 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 UK & Ireland on their career progression. However, we currently employ a greater number of men than women. Due to the organisation being in the manufacturing sector, that is generally dominated by men, we are constantly striving to attract women into roles. At the time of this report, our employee split was: **67.1%** male workers and **32.9%** female workers.

## Pay Gap

	2020	2019	2018
Mean	35.05%	35.12%	38.65%
Median	33.52%	31.54%	34.14%

### 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.

These figures above show that men are paid **35.05%** more than women in our organisation on average, when looking at the median they are paid **33.52%** more.

## Bonus Gap

	2020	2019	2018
Mean	64.23%	67.06%	83.48%
Median	0.00%	31.54%	0.00%



WOMEN  
74.22%

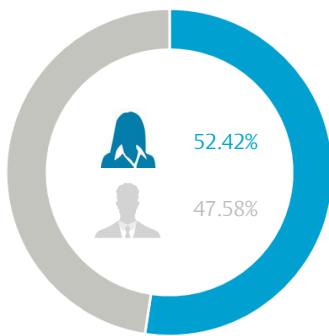


MEN  
65.77%

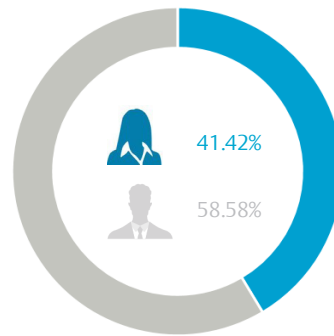
Although ASSA ABLOY Opening Solutions UK & Ireland have a larger number of male employees in higher paid positions, our bonus data has shown that in fact more women have received a bonus in comparison to men.

# Pay quartiles

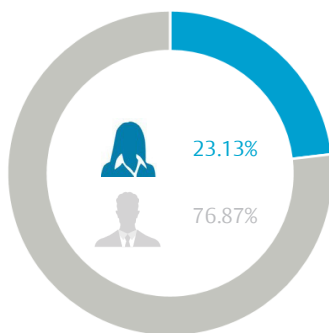
In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four quartiles.



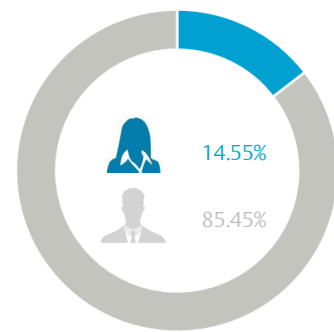
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



## What we have done so far

### Early Talent

We have been increasingly involved in virtual early talent attraction initiatives with schools and universities to reach larger and more diverse applicant pools to continue our early talent efforts during the pandemic.

As part of our Early Talent initiatives, we are proud to support National Apprenticeship week showcasing the achievements of our apprentices. As part of the celebrations, the 'Apprentice of the Year' award is presented.

### 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 33%.

We have continued to use a diagnostic tool for our adverts to ensure we are not using gender biased wording and include a diversity statement. We work with our recruitment partners to ensure we are provided with a more diverse applicant pool.

## Our plan for next year

### Learning Opportunities

We are continuously developing our learning and career development opportunities and will look to introduce a blended learning approach, which will incorporate classroom training, online courses, training on the job and virtual development. This will meet our diverse workforce needs - ensuring all colleagues have a range of training solutions that are tailored to individual needs across all levels.

### Supporting a range of diverse events

As a region, we will be supporting a wide range of events focusing on diversity including International Women's Day, International Men's Day and National Women in Engineering Day.

## Final thoughts



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

“At ASSA ABLOY Opening Solutions UK & Ireland we remain committed to our diversity dimensions by attracting, hiring and developing the best talent. We understand that a diverse workforce at all levels enhances the organisation’s operational performance and supports a balanced decision making process, therefore improving our ability to challenge the status quo. As a leadership team we seek to continually measure, review and refine our approach to attracting the best people from a diverse background.”

“As an organisation we celebrate diversity and inclusion and every day we recognise the importance of our diverse team. We believe in empowerment and provide equal opportunities for all colleagues, regardless of gender and I believe this is what gender equality is all about – ensuring all of our colleagues have an inspiring environment, where they continue to grow and develop their careers with us. Manufacturing is often referred to as a male-dominated industry, however we choose to challenge this gender stereotype and bias and I am proud to say that women make up one third of our senior management teams and we are continually challenging ourselves to improve this representation.”



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



**Jeanette McFarland**  
Chief Operating Officer  
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 that 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.”

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

**ASSA ABLOY**  
Opening Solutions

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