

Gender Pay Report 2022

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 275 million GBP, we employ around 1,200 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.



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 India and Africa region, located in our EMEIA 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: **68.5%** male workers and **31.5%** female workers.

Pay Gap

	2021	2020	2019	2018
Mean	32.84%	35.05%	35.12%	38.65%
Medium	33.60%	33.52%	31.54%	34.14%

These figures above show that men are paid **32.84%** more than women in our organisation on average, when looking at the median they are paid **33.60%** more.

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.

Bonus Gap

	2021	2020	2019	2018
Mean	66.11%	64.23%	67.06%	83.48%
Medium	0.00%	0.00%	31.54%	0.00%



WOMEN
59.76%

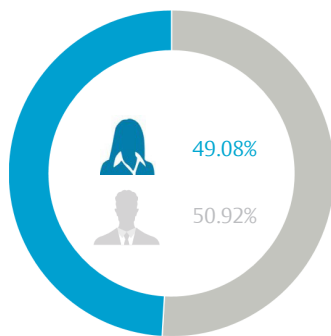


MEN
47.66%

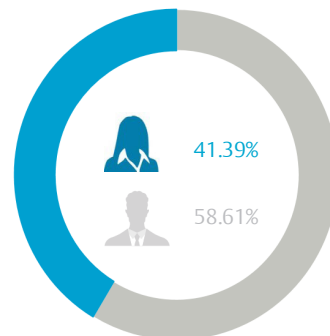
Although ASSA ABLOY Opening Solutions UK & Ireland have a larger number of male employees in higher paid positions, our bonus data has shown that in fact more women have received a bonus in comparison to men.

Pay quartiles

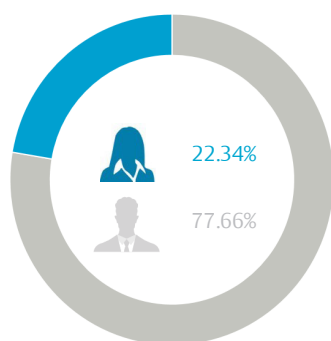
In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four quartiles.



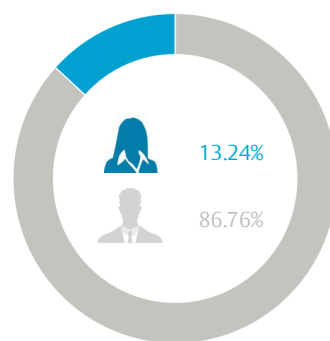
Lower Quartile



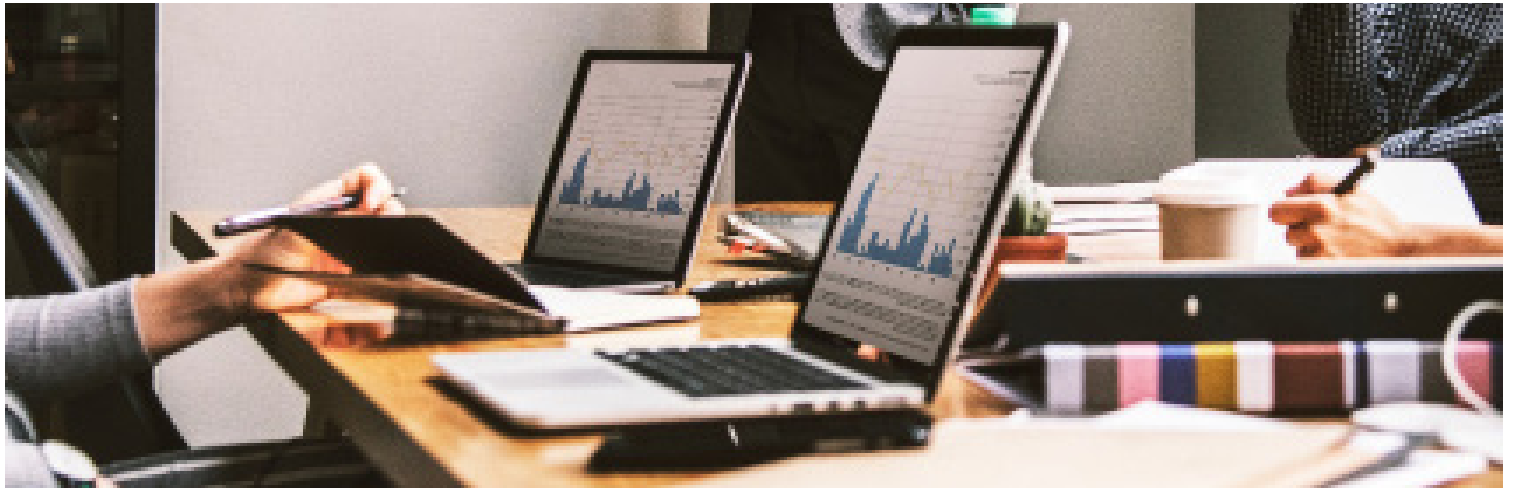
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



What we have done so far

Early Talent

We have continued our involvement in virtual early talent attraction initiatives with schools and universities to reach larger and more diverse applicant pools to progress our early talent efforts during the pandemic.

As part of this initiative, we are proud to support National Apprenticeship Week showcasing the achievements of our apprentices. As part of the celebrations, our third 'Apprentice of the Year' was announced.

Internal Mobility

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.

We've been enhancing our internal recruitment offering by focusing campaigns on our employer branding focus groups including women and women in engineering such as colleague spotlights and celebrating national campaigns.

Development opportunities

We are continuously developing our learning and career development opportunities and have introduced a blended learning approach. With the pandemic leading to hybrid working a blended learning approach has ensured we were able to reach our diverse workforce needs - all colleagues had a range of training solutions that were tailored to individual needs across all levels.

Our plan for next year

Talent Acquisition

We are continuously improving our internal and external ways of recruiting. In 2022 our aim is to have a designated in-house Talent Acquisition team to ensure we meet our equality, diversity and inclusion targets.

Internal mobility will remain a priority with a range of initiatives planned to help promote opportunities within our Group. This will include virtual and on-site internal careers fairs and promotional materials focused on highlighting the learning and career development opportunities available for all colleagues.

Hybrid Working

The pandemic has led to many organisations having to work remotely and adapt their working practices, together with the workforce continuing to require this flexibility. We aim to introduce a Hybrid Working Policy, which will provide colleagues with this flexibility and enhanced work life balance.

Our aim is by introducing this family friendly policy we hope to attract female talent, where flexibility is a key priority.



Final thoughts



Harry Warrender

Senior Vice President & Head of UKI
ASSA ABLOY Opening Solutions
UK & Ireland

“As an organisation we have remained committed to our diversity dimensions by attracting, hiring and developing the best talent. It is our diverse workforce at all levels that enhances our operational performance and supports a balanced decision making process. This improves our ability to be inclusive and as a leadership team we aim to continually measure, review and refine our approach to attracting the best people from a diverse background.”

“We are pleased to share our mean gender pay gap has reduced from previous years. Manufacturing is often referred to as a male dominated industry, we actively challenge this stereotype and bias and I am pleased to say that women make up one third of our senior management teams. We aspire to continue improving this representation and this year have celebrated various initiatives to promote talent and to provide equal opportunities for all colleagues, ensuring they have an inspiring environment, where they can continue to grow and develop their careers.”



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. Each day we continuously strive to foster a culture of belonging and empowerment at work regardless of gender where everyone can do their best work. 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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