

Gender Pay Report 2023

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 278.7 million GBP, we employ around 1,200 employees, across 7 sites in the UK, our main head office being in Willenhall, West Midlands.

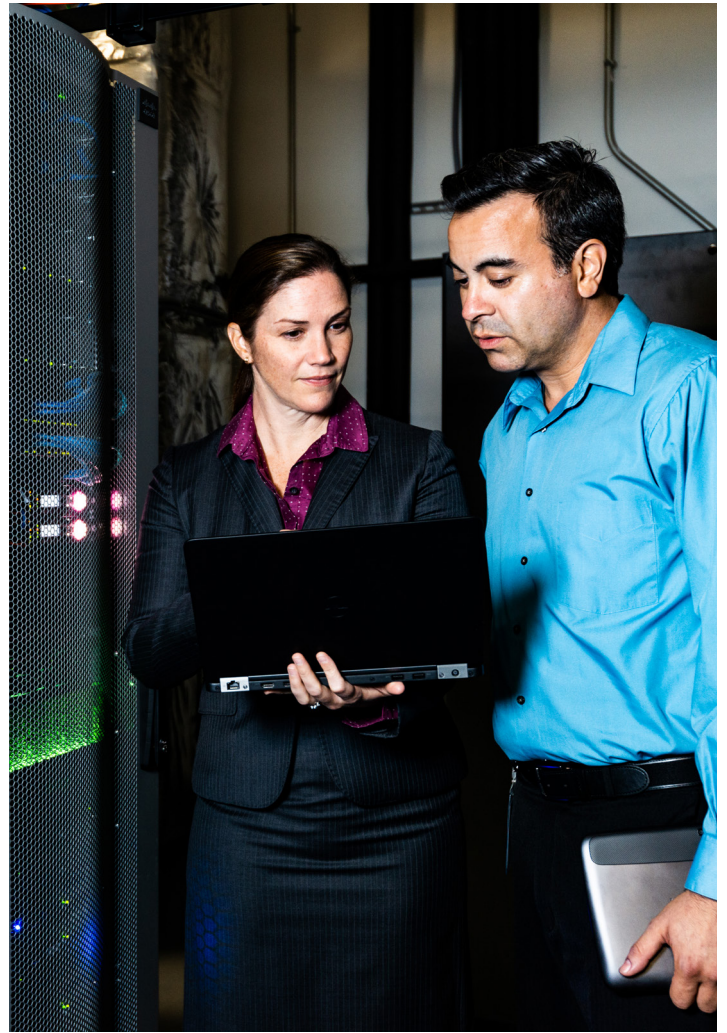
A diverse group of employees is a sign of strong and balanced leadership. At ASSA ABLOY, we work systematically to balance age, gender, industrial background, ethnicity, culture and religion – all of this and more is what makes up a rich and diverse company.

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 based in the UK. Also included are a team of Divisional Managers and staff with responsibilities covering Europe, Middle East, India 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: **67.7%** male workers and **32.3%** female workers.

	2022	2021	2020	2019	2018
Mean	29.60%	32.84%	35.05%	35.12%	38.65%
Medium	27.85%	33.60%	33.52%	31.54%	34.14%

These figures above show that men are paid **29.60%** more than women in our organisation on average, when looking at the median they are paid **27.85%** more.

Bonus Gap

	2022	2021	2020	2019	2018
Mean	64.90%	66.11%	64.23%	67.06%	83.48%
Medium	0.00%	0.00%	0.00%	31.54%	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
90.31%

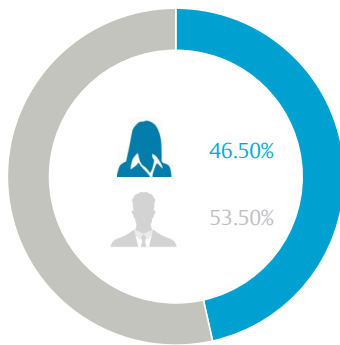


MEN
75.63%

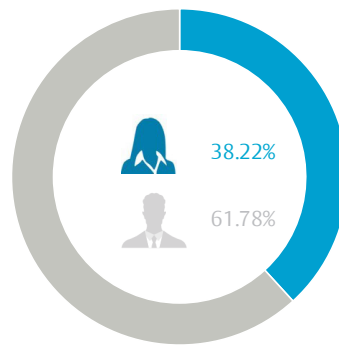
Although ASSA ABLOY Opening Solutions UK & Ireland have a larger number of male employees in higher paid positions, our bonus data has shown that in fact more women have received a bonus in comparison to men.

Pay quartiles

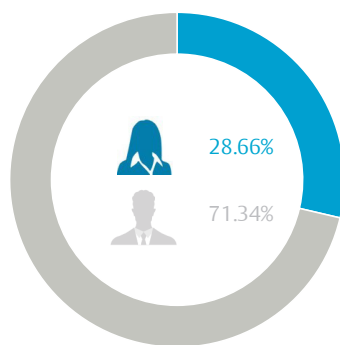
In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four quartiles.



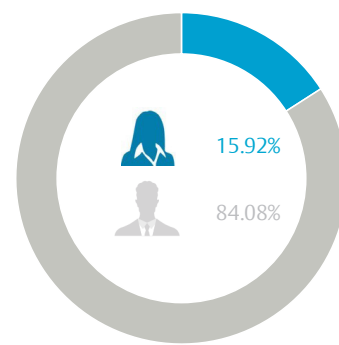
Lower Quartile



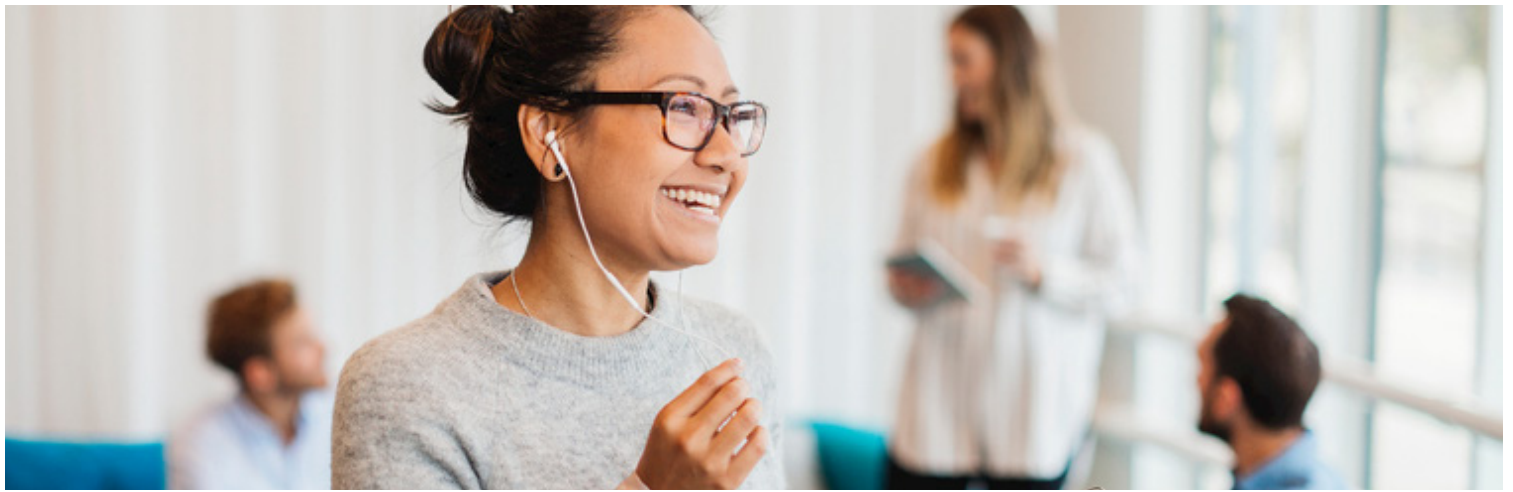
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



What we have done so far

Early Talent

We have continued our support for early talent initiatives aimed at providing students with the foundations to take their first career steps. We've attended a variety of careers events providing hands on engaging activities that reflect our industry and real roles.

As part of this initiative, we are proud to support National Apprenticeship Week for the last three years, where we showcase the achievements and positive impact our apprentices have.

We've also offered a range of work experience opportunities across our sites and departments, enabling all genders to gain exposure to different departments and business areas. As well as providing useful resources to inspire more female engagement in stereotypically male dominated industries.

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 which includes women and women in engineering. For this we have created colleagues' spotlights that have been communicated internally and externally to showcase success stories.

Development opportunities

We are continuously developing our learning and career development opportunities and this year we hosted an internal careers fair tailored to our diverse workforce needs - all colleagues have had access to a range of training solutions that were tailored to individual needs across all levels.

We have also ensured for consistency and fairness to evaluate roles using benchmarking tools, which assess roles rather than individuals.

Furthermore, our in-house Talent Acquisition team ensure we meet our equality, diversity and inclusion targets.

Our plan for next year

Career Opportunities

Following the success of our internal careers fair last year, we are planning to focus on colleague personal development across our business with an intention to provide all operational colleagues with Personal Development Reviews and learning opportunities.

We also have the intention to reach out to our internal stakeholders to identify skills gaps and up skilling opportunities within their teams focusing on colleague development.

Hybrid Working

With hybrid working becoming a desirable attribute for current colleagues and future candidates, we are looking to offer 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 the best 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 and median gender pay gap has continued to reduce over the 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 and have seen an increase in our internal mobility promotions. This has provided 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

"Our strength is in who our people are, we have great teams, with great ideas who help to make this a great place to work. We committed to developing our teams and whilst we have more to do we strive every day to build an equitable culture that enables people to be their best selves regardless of gender."

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

ASSA ABLOY Opening Solutions UK & Ireland
School Street
Willenhall
West Midlands
WV13 3PW

Tel: +44 (0) 845 070 6713

Email: customerservices@assaabloy.co.uk

Web: www.assaabloyopeningsolutions.co.uk