



Gender Pay Report 2024

ASSA ABLOY
Opening Solutions

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 **269.2 million GBP**, we employ around **1,500** employees, across 12 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: **63.86%** male workers and **36.14%** female workers.

Pay Gap

	2023	2022	2021	2020	2019	2018
Mean	28.67%	29.60%	32.84%	35.05%	35.12%	38.65%
Medium	28.83%	27.85%	33.60%	33.52%	31.54%	34.14%

MEAN

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

MEDIAN

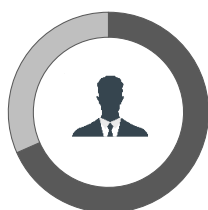
The median is calculated by listing all salaries in order and selecting the middle number, if there are two middle numbers, then the mean of these two is used.

These figures above show that men are paid **28.67%** more than women in our organisation on average, when looking at the median they are paid **28.83%** more.

	2023	2022	2021	2020	2019	2018
Mean	76.16%	64.90%	66.11%	64.23%	67.06%	83.48%
Medium	0.00%	0.00%	0.00%	0.00%	31.54%	0.00%



WOMEN
31.42%



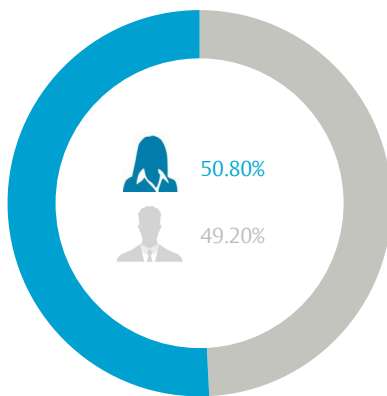
MEN
31.61%

Although ASSA ABLOY Opening Solutions UK & Ireland have a larger number of male employees in higher paid positions, our bonus data has shown that there is a relatively small percentage difference in the number of colleagues receiving a bonus. We amalgamated colleague bonus into basic pay at the time of our annual pay review, hence why we have a lower bonus percentage compared to previous years.

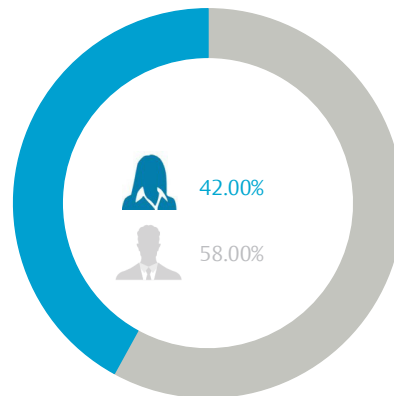


Pay quartiles

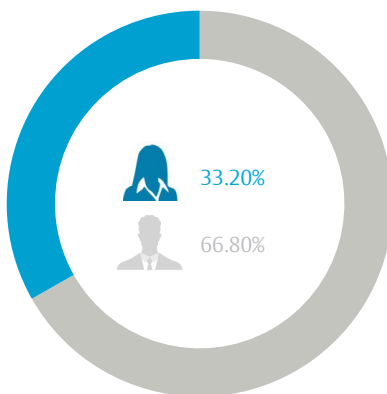
In addition to the reporting of the hourly wage gap, gender pay reporting regulations require us to report our workforce gender mix in four quartiles.



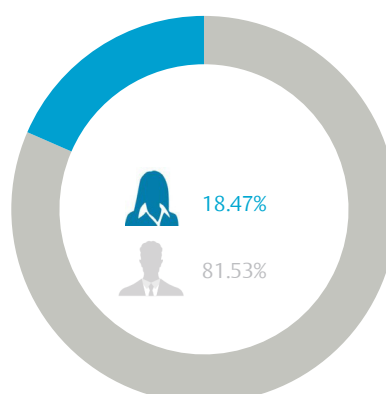
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



What we have done so far

Early Talent

Early talent are the rising stars and leaders of the future and with this in mind, we have invested further in our early talent initiatives aimed at providing students with the foundations to take their first career steps. During 2022 and early 2023, we ramped up our activities including the introduction of 'Welcome to the World of Work' - resources, hints and tips for cv writing and interviews. Alongside this, we attended careers events and increased our Early Talent Ambassadors across the UKI.

We were also proud to support the Black Country Consortium's 'Around my Town' - aimed at helping students and learners understand the local labour market. ASSA ABLOY Opening Solutions filmed a broadcast aimed at local students and schools - market research showed that school learners had limited knowledge of the employers, jobs and sectors right on their doorsteps. 'Around my Town' aims to change that by producing resources that are engaging and showcase the real life opportunities available in the local labour markets.

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

We've enhanced our internal mobility offering by introducing 'One Group, One Career, Your Career' portal on the intranet based on our Employer Value Proposition - this includes colleague spotlights focused on internal mobility, women in leadership, early talent and Diversity, Equity, Inclusion and Belonging (DEIB).

Also included are internal interview help sheets, tips and tricks, updating cv's for internal roles and a range of online learning courses on our HR Management System (GPS).

We also launched performance modules on GPS, which provide direction for team and individual goals - enabling logging of achievements, giving and receiving feedback and management of goals and objectives.

Following on from the success of our internal careers fair last year, we also celebrated National Careers Week for the third year running focused on learning and development, upskilling, personal development reviews and hosted career discussions with all colleagues who registered - primarily for operational colleagues with limited access to online resources and toolkits.

Our plan for next year

Employer of Choice

Our aim for next year is to be recognised as an 'employer of choice' for our investment in early talent and building 'skills for life', alongside our internal learning and career development programmes and further upskilling investment in our teams.

Diversity, Equity, Inclusion and Belonging

We're on a journey building a culture of inclusion where everyone can thrive. As a global and multinational organisation, we will aim to increase our advocacy and support of local and national awareness campaigns tailored to DEIB.

We will also introduce an internal 'Colleague Communities' programme - groups created by colleagues who share common interests or characteristics including allies.

Colleague communities will be led via volunteers, offering an empowering and safe platform for discussions of meaningful topics, sharing of resources and providing support. As well as educating our organisation on important DEIB topics.



Final thoughts



Harry Warrender

Senior Vice President & Head of UKI
ASSA ABLOY Opening Solutions

"As a company, we have upheld our dedication to diversity by actively seeking, recruiting, and nurturing top talent. Our inclusive workforce, spanning all levels, enhances our operational effectiveness and fosters balanced decision-making. This strengthens our capacity for inclusivity. As leaders, we are committed to consistently assessing, evaluating, and improving our strategies for attracting individuals from diverse backgrounds."

"We're delighted to announce that our average gender pay gap has decreased compared to previous years. Despite manufacturing's reputation as a male-dominated field, we actively confront this stereotype and bias. I'm proud to report that women now constitute one third of our senior management teams. Our goal is to further enhance this representation. This year, we've celebrated numerous initiatives aimed at fostering talent and ensuring equal opportunities for all colleagues. We're committed to providing an inspiring environment where everyone can thrive and advance in their careers."



Wendy Weston
HR Director UKI

ASSA ABLOY Opening Solutions



Jeanette McFarland

Chief Operating Officer UKI
ASSA ABLOY Opening Solutions

"We're advancing in narrowing the Gender Pay Gap, diligently working each day to cultivate an inclusive environment at the workplace, irrespective of gender, enabling everyone to excel. Our dedication extends to fostering the career growth of all team members, and we take immense pride in their accomplishments."

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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