

ASSA ABLOY Gender Pay Gap Report

About ASSA ABLOY UK

ASSA ABLOY Ltd is a company in the security industry. With a turnover of around **240 million GBP**, we employ around **1,200 employees**, across **7 sites in the UK**, our main head office being in Willenhall, West Midlands.

Scope of the Report

The scope of this report includes all employees within ASSA ABLOY UK. Also included in the report are a team of Divisional Managers and Staff with responsibilities covering the Europe, Middle East and Africa region, located in our EMEA Head Quarters in London.

“At ASSA ABLOY we are committed to providing a workplace that provides equal opportunities for everyone and to ensure that all employees are valued. Creating a more diverse workforce at all levels in the organisation is a critical part of our strategy and essential to our long term success.”
Neil Vann - Market Region Manager

Our Figures	
Our Mean Gender Pay Gap is	Our Median Gender Pay Gap is
37.8%	36.4%
Our Mean Bonus Pay Gap is	Our Median Bonus Pay Gap is
84.4%	13.3%
The proportion of males who received a bonus is	The proportion of females who received a bonus is
89.1%	92.0%

Factors Attributing to our Gender Pay Gap

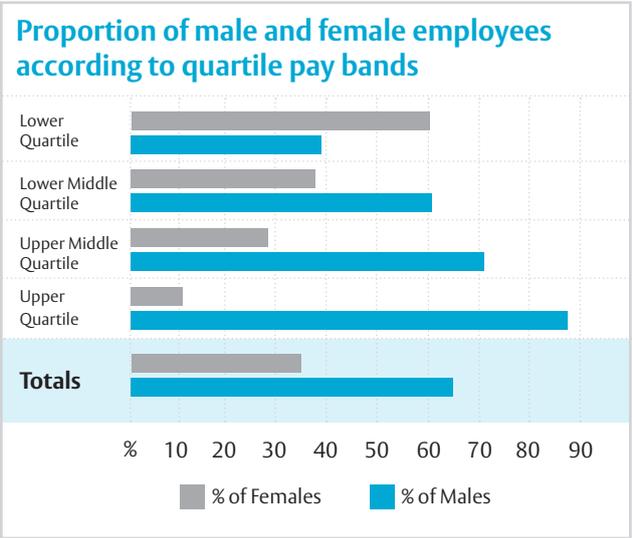
ASSA ABLOY’s activities cover a wide variety of roles including; graded production & engineering roles, commercial roles and a professional shared services team comprising of finance, purchasing, IT and HR. We also have teams of R&D specialists in design, mechanical, electrical and software.

A large proportion of our workers are involved in light assembly, many of which are female, contributing significantly to our Gender Pay Gap.

It must be made clear that the gender pay gap is not a representation of pay equality. At ASSA ABLOY we pay equitably to men and women across our organisation.

What are we doing to improve our gender pay gap?

Wendy Weston, HR Director, ASSA ABLOY UK, says: “One of our strategic objectives is to attract female applicants into senior and technical roles within our business.
We pride ourselves on our continued efforts to promote within and we have set targets to increase the number of female internal applicants for management positions, in addition to achieving a more favourable gender balance across all parts of the company.
We are also developing initiatives around how we influence future talent in schools, colleges and universities to encourage a more diverse talent pool to enter our industry”



ASSA ABLOY are committed to our goal of achieving a more diverse workforce and a more equal gender representation within our more senior roles.

Click [here](#) to read our Group Policy Statements.