

SES GROUP Limited
Gender Pay Gap Data 2020 to 2021

Difference in mean hourly rate of pay (between male and female employees)	-9.7%
Difference in median hourly rate of pay (between male and female employees)	0.0%
Difference in mean bonus pay (between male and female employees)	N/A
Difference in median bonus pay (between male and female employees)	N/A

	<u>Male</u>	<u>Female</u>
Percentage of employees who received bonus pay	0%	0%

Employees by pay quartile	<u>Male</u>	<u>Female</u>
Upper quartile	79.8%	20.2%
Upper middle quartile	80.6%	19.4%
Lower middle quartile	71.7%	28.3%
Lower quartile	76.5%	23.5%

Based on the Government's methodology, the mean gender pay gap for SES GROUP Limited is -9.7% and there is a median gap of 0.0%, and the company considers this satisfactory and will endeavour to continue the trend.

Primarily due to the nature of work, the number of men employed by the company as security staff is much higher than the number of female staff in similar roles. The company is committed to promote the gender diversity across the business and it will continue to look for more female employees. The company will consider ways to improve the gender diversity including flexible working and will look on the alternative ways to attract more female applicants in future recruitment processes.