



Gender Pay Gap Report

April 2020



“Loomis UK must have a diverse and inclusive workforce to deliver higher performing teams providing the best levels of service to our customers.

My role is to continually challenge our multi-year approach to closing the gender pay gap and ensure that Loomis UK continues to develop as an inclusive employer providing equal opportunities for all.”

Kim Knight
HR Director

Managing **cash** in society.



Loomis UK Ltd

Loomis aims to be the employer of choice in our industry and is committed to the principles of equal opportunities and respect for everyone. Our aim is to provide opportunities for our colleagues to grow their career with Loomis, regardless of their gender.

Loomis UK Ltd works within the framework provided by the Loomis' Code of Conduct. This reflects our values as a company and provides guidance to all Loomis' employees to ensure that our behaviour complies with our values in practice.

Loomis' **values** are the foundation of our company and our corporate spirit, and reflect the way that Loomis acts towards co-workers, customer and other stakeholders, including our shareholders.

People

We are committed to developing quality people and treating everyone with respect

Service

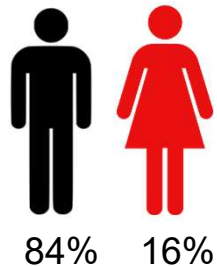
We strive for exceptional quality, innovation, value and exceeding customer satisfaction

Integrity

We perform with honesty, vigilance and high ethics

2020 results

Workforce

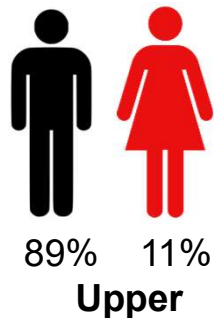


Our % workforce has remained essentially unchanged since 2017.

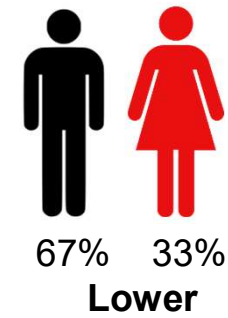
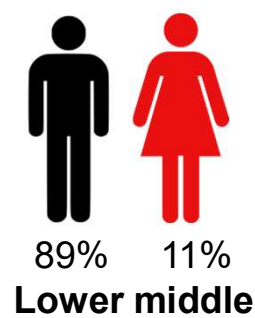
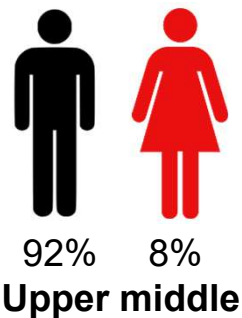
Female employees are predominantly employed with the Support functions and our Cash Management operations. This is due to the ready availability of part-time opportunities and perceptions of physical challenges and risk associated with front-line Cash Collection roles.

Given the high levels of long-service within our business, we acknowledge that the gender split in our workforce is going to improve gradually but we are committed to making Loomis a diverse and inclusive environment where there are opportunities for all.

Pay Quartiles

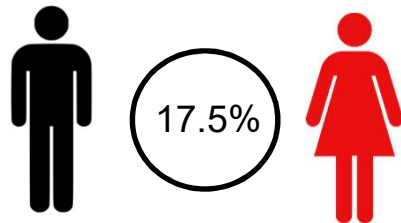


While we are beginning to see small increases in numbers, females continue to be under-represented in upper to lower middle levels at Loomis. We continue to look at ways to better support female colleagues to progress in their career, as well as attracting more female applicants to roles at all levels within Loomis.

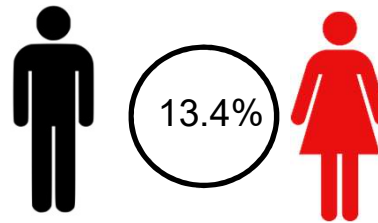


2020 results

Mean Pay Gap



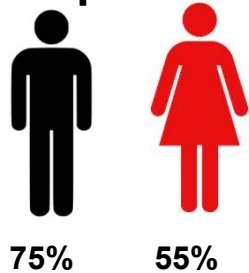
Median Pay Gap



Both the mean and median pay gaps continue to exist due to the under-representation of females at all levels across our business.

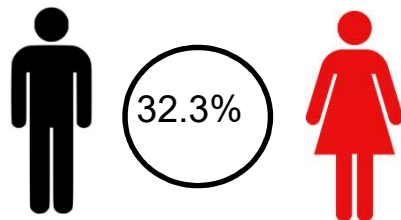
The median & mean gender pay gaps continue to reduce but have been impacted by the effect that the COVID pandemic on our Cash management operations which has a predominately female workforce.

Proportion Receiving Bonus Payments



While more of the workforce received bonus payments this year, fewer females received payments than males due to the numbers of women in roles which do not qualify for bonus payments.

Mean Bonus Gap



Median Bonus Gap



The mean bonus gap is due to a higher proportion of men in roles covered by the Annual Incentive Plan which attract higher levels of annual bonus than those awarded for Branch Performance via the "Branch of the Year" award.

Responding to the Gender Pay Gap

People are at the heart of our business and we are exceptionally proud of our loyal colleagues who are committed to delivering efficient and effective levels of customer service.

We are confident that any pay gap is not a result of paying men and women differently for the same or equivalent work. Ensuring equality of pay to all is fundamental to our business and we believe our commitment to diversity together with our continuing work on colleague development will reduce the gender pay gap further.

Loomis acknowledges that our gender pay comparisons are only going to show gradual improvement in the short term but we are committed to making our business a diverse and inclusive environment.

We have not seen much improvement in the mean and median gender pay gaps this year. This is due to the disproportionate effect that the COVID pandemic has had on our Cash Management operations which have a predominately female workforce.

The mean and median bonus gaps have improved but women remain under-represented in roles across the business which attract higher bonus payments.

We recognise that some gender challenges remain both in our business and our industry. Historically more men took up careers in this sector and with the high levels of long-service within our business, our workforce gender split is going to take time to improve.

We also need to take into account the part that personal choice plays in our business where proportionately more female staff have chosen to work in administrative roles or work part time. These choices are not a barrier to progression within our business and we are happy to support our colleagues in their career choices.

Our commitment to address the Gender Pay Gap

Loomis continues to focus on sharing our commitment to equality and diversity in the workplace with all colleagues through annual refresher training on the Loomis Code of Conduct which expressly supports inclusiveness and respect for everyone. We will continue to monitor uptake levels and stakeholder feedback to ensure the training continues to evolve as the business changes

We are targeting our actions on areas which have been proven to work in other organisations. These include:

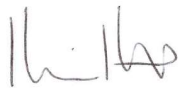
- Increasing the number of women in leadership roles and continue to examine how we can continue to increase the number of women in roles at all levels across the business.
- Looking at the ways in which more women and part-time workers can be supported in their career with Loomis. We are committed to making more flexible working opportunities available to all employees, enabling more women and those with caring responsibilities to consider roles working shifts at times that pay premiums such as nights, weekends and public holidays.
- Focusing on people management capabilities and skill sets through the introduction of new training programmes for colleagues with people management responsibilities. This will ensure that our managers know what is expected of them, giving them the skills to manage their people effectively.
- Tasking our Learning & Development team with the development of inclusive leadership training for people managers which is scheduled to be rolled out over the course of the next year.
- Continued focus on our recruitment, induction, promotion, performance assessment and talent selection policies and processes to ensure these encourage diversity and decisions are made without unconscious bias.

Looking to the future

Loomis is changing but it will take time to fully address existing gender imbalances due to the nature of our industry.

Our challenge now is to use the data we have to shape and inform our equality strategy and future actions while continuing to raise awareness of opportunities across the business, ensuring Loomis truly provides equal opportunities to all, regardless of gender.

I confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations.



Kim Knight
HR Director



LOOMIS