



Gender Pay Gap Report 2023

Loomis is the UK's premier cash management specialist – and we're here to help manage the public flow of cash. We do this through the provision of cash management solutions to organisations that handle cash, whether they need to transport cash securely, eliminate opportunities for fraud or analyse and understand their cash flow in detail.

Loomis continues to aim to be the employer of choice in our industry and is committed to the principles of equal opportunities and respect for everyone. A diverse, inclusive workplace allows colleagues to be themselves and give of their best. By having these principles in place, it allows us to better serve our customers and it enables us to provide opportunities for our colleagues to grow their career with Loomis, regardless of their gender.

Working within the framework of the Loomis' Code of Conduct we are committed to ensuring that our values are embedded into our organisation at every level. Only by doing this can we ensure that our employees have the framework on which to operate, the guidance to ensure they understand the values of our organisation and the opportunity to grow. Loomis' **values** continue to be 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 treated everyone with respect*

People continue to be at the heart of our business and we are exceptionally proud of our colleagues who are committed to delivering efficient and effective levels of customer service, often in very challenging roles.

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

The snapshot year of 2023 was taken post Covid19 which had a dramatic impact on us. Due to the nature of our business and the general reduction of cash in society we experienced a very difficult period where our workforce was reduced by some 50%. We continue to recruit but as per the current market retention continues to have a negative impact.

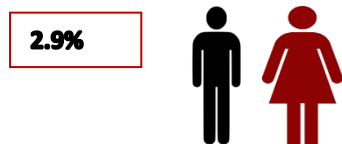
Integrity – *We perform with honesty, vigilance and high ethics*

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.

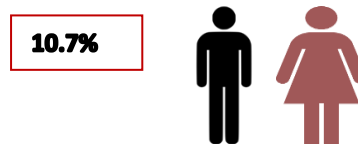
Women remain under-represented in roles which are traditionally undertaken by men but we are actively

This is our annual gender pay gap report for the snapshot date of 5 April 2023.

Mean Pay Gap



Median Pay Gap

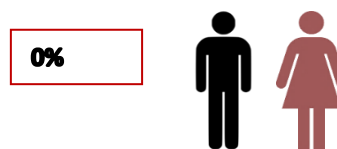


Bonus Payments

Mean Bonus Gap



Median Bonus Gap



In order to understand the difference on the bonus statistics it is important to understand that the snapshot data includes the Christmas meal payment which has been recorded as a bonus payment as do one off payments to incentivise our workforce.

Hourly pay quartiles

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile)

	Females	Males
Band A	44.24%	55.76%
Band B	3.35%	96.65%
Band C	4.09%	95.91%
Band D	18.96%	81.04%

It is important to reiterate that we do not pay people differently based on their ethnicity or gender. The gender gap is caused by us having a lower proportion of females in senior leadership roles, although we continue to address this, and we firmly believe that we are starting to notice differences in many senior roles.

What are we doing to address our Gender Pay Gap?

We continue to review our gender pay gap, although we do believe that it compares favourably with other. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. 2023 had seen us positively utilising the pay and benchmarking process and all roles are now covered within this policy. No new role is introduced within the company before being processed through this procedure.. We believe

as part of these principles that employees should receive equal pay for work of equal value. To achieve equal pay for employees doing work of equal value it is essential to operate a pay system which is transparent, based on objective criteria, and free from bias.

Over the next year we will continue to:

- Review our policies to ensure they promote fairness and transparency
- Undertake and in-depth review of benefits available to all employees
- Ensure all recruitment is compliant with the Pay Policy
- Promote equal opportunities and more flexible working conditions in all areas of the Company, particularly within our Operations areas where females are underrepresented due to the traditional perspective of the role
- We will continue to ensure that diversity and inclusion is included in all business decisions
- We will ensure that our Company “Code of Conduct” continues to be an integral part of our day-to-day ethos.

I confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Beverley Adams

Human Resources Business Partner & Rewards Manager