



Gender Pay Gap Report 2025

Loomis is the UK's premier cash management specialist, and we are here to help manage the public flow of cash. We do this through the provision of cash management solutions to organisations and businesses that handle cash. This could be through the secure transportation of cash, the reduction of fraud opportunities or the analysis of a business' cash flow in detail.

Loomis continues to strive to be the employer of choice within the cash management industry and is fully committed to the basic principles of equal opportunities and respect for all. This allows for colleagues to be themselves within a diverse, inclusive and safe workplace, and allows customers to be better served by employees giving their best. Colleagues are encouraged and given opportunity to grow their career within 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. By doing this, we can ensure that our employees have the foundation and guidance to operate from and have the structure and opportunity to grow.

Loomis' values continue to be the foundation for our company and corporate spirit and are the basis from which Loomis acts towards co-workers, customers, stakeholders and shareholders.



People

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



Service

We strive for exceptional quality, innovation, and exceeding our



Integrity

We perform with honesty, vigilance and high ethics

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.



Loomis acknowledges that our gender pay comparisons are only going to show gradual improvement in the short term, but we continue to commit 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 encouraging recruitment from this sector where possible and practical. For the year 2025 and onwards, gender specific, targeted advertising has been put in place.

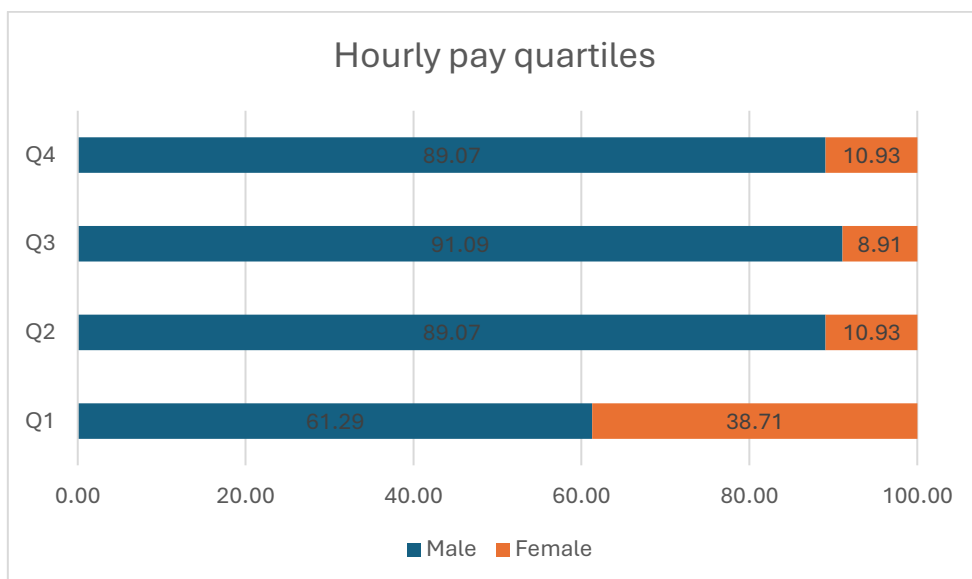
This is our annual gender pay gap report for the snapshot date of 5th April 2025

Mean Pay Gap 12.5%	Median Pay Gap 16.1%
Mean Bonus Payment Gap 85.42%	Median Bonus Payment Gap -6.67%

The majority of the workforce in the operational areas are male and therefore bonuses for incentives, such as overtime and working away, may appear to be skewed. Male and female employees continue to receive the same incentives and opportunities.

Hourly pay quartiles

This table shows our workforce divided into four equal sized groups based on hourly pay rate for the month of April 2025. Q1 includes the lowest paid 25% of employees (the lower quartile) and Q4 covers the highest paid 25% (the upper quartile)





It is important to reiterate that we do not pay people differently based on their ethnicity or gender. The gender pay gap is caused by us having a lower proportion of females in roles throughout the business, although we continue to address this.

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 businesses within the same industry, and we are committed to doing everything we can to reduce the gap. This remains a difficult task, but 2025 has seen us continue to positively utilise the pay and bench marking policy with all roles now covered within this policy. We continue to ensure that no new roles are introduced within the company without being subject to the pay and bench marking policy. We believe, as part of the principles of the policy, that employees should receive equal pay for work of equal value. Therefore, it is essential to operate a pay system which is transparent, based on objective criteria and free from bias. As part of the wider Group's response to global insights on gender disparity across Loomis, women-focused programmes and networks are being implemented. The UK will make a significant contribution to the development of these initiatives, as well as taking action in response to the findings.

Over the next year we will continue to:

- Review, and amend where necessary, our policies to ensure they promote fairness and transparency
- Undertake an in-depth review of benefits available to all employees
- Ensure all recruitment is compliant with the pay policy
- Promote equal opportunities and flexible working conditions in all areas of the company, concentrating on the Operations area where females are underrepresented due to the traditional perspective of the role
- Ensure that diversity and inclusion is included in all business decisions and that the '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 and Rewards Manager