

Gender Pay Gap Report

2023/2024

	Median (middle)	Mean (average)
Gender Pay Gap	-8.6%	-5.7%

In line with our regulatory reporting requirements, the table below sets out our 2023/2024 Gender Pay Gap results.

Annual Gender Pay Gap Report

TC Security Services Median Gender Pay Gap	-8.6%
Mean Gender Pay Gap	-5.7%
Median Bonus Gap	-16.4%
Mean Bonus Gap	-44.8%
UK National Median Gender Pay Gap	14.3%

Pay Distribution	Men	Women
Upper Quartile	76.4%	23.6%
Upper Middle Quartile	87.3%	12.7%
Lower Middle Quartile	89.1%	10.9%
Lower Quartile	92.6%	7.4%

I confirm that the data given in this statement is accurate and in line with government reporting regulations.



Kelly Clark
HR Director

30th January 2024