

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