

access control and video management
Combining Paxton10 cameras, smart credentials
are to create Paxton's most powerful solution



Introducing Paxton's report

We are committed to promoting equality at Paxton, and we recognise the immense value that comes from a diverse workforce. Continuous improvement is central to our company culture and as such, we are always looking for areas in which we can become a better employer.

Decisions regarding new appointments are always, and I hope always will be, made on a merit basis. With the gender-mix of those seeking a career in technology and engineering still male-biased, we have checks and balances to ensure we are not inadvertently perpetuating this.

In this, the fourth year of reporting, I am pleased that we have achieved a continuous reduction in the gender pay gap in each year. This is largely due to the many initiatives we have put in place to make Paxton a flexible and

“...we know we have an important role to play in working towards true gender equality in our industry.”

understanding employer for all. We pride ourselves on our longer-term initiatives to promote interest in technology and engineering careers within schools.

In true Paxton style, we will continue to be relentless in our pursuit of progress.

Adam Stroud
CEO



Calculating the gender pay gap



The difference = median hourly pay gap

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.



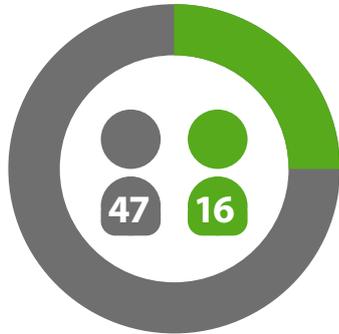
The difference = mean hourly pay gap

The mean gender pay gap is the difference between the average earnings of all men and all women at Paxton.

Results - Quartile

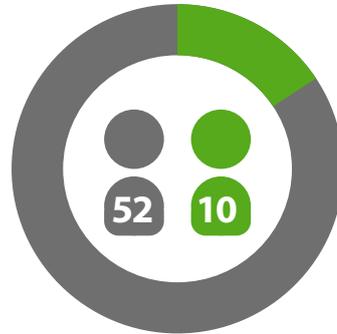
Overall headcount

Total headcount **261**, used in data 250 (not all were full pay due to furlough/maternity). 188 males (75%), **62 females (25%)**.



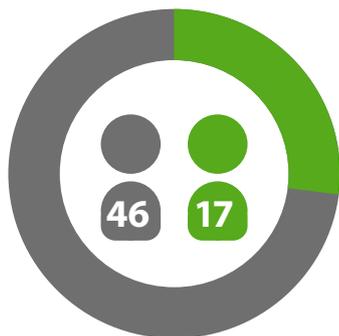
Middle-Upper Quartile

75% 25%



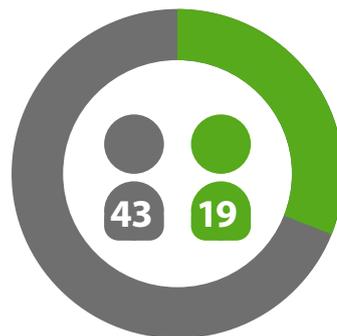
Upper Quartile

84% 16%



Lower Quartile

73% 27%



Lower-Middle Quartile

69% 31%

Gender pay / Equal pay

The gender pay gap is different to equal pay. Equal pay (Equality Act 2010) sets out that men and women doing the same job, undertaking the same work must receive equal pay. The gender pay gap is a measure of the difference in the average earnings of women and men across an organisation. It is expressed as a percentage of men's earnings.

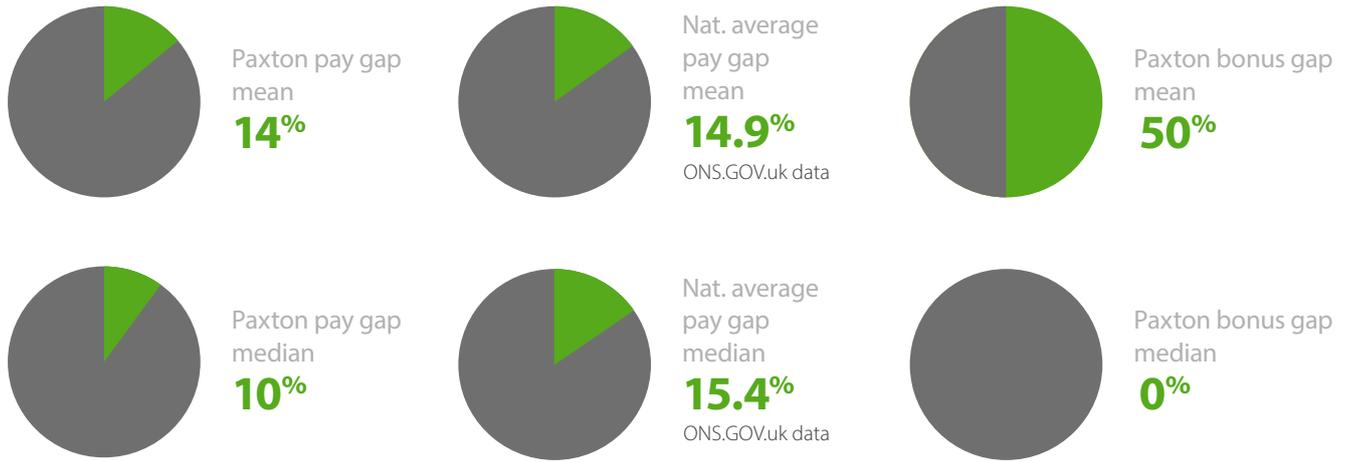
Understanding the data

The main reason for these gaps is that we have more men than women at Paxton, this includes our senior roles. The number of women working in each quartile has been impacted by several senior female colleagues on maternity leave and both male and female colleagues utilising our voluntary furlough offering (in addition to usual turnover). With these colleagues not receiving full pay, they were excluded from our gender pay gap data this year.

Gender pay / Equal pay

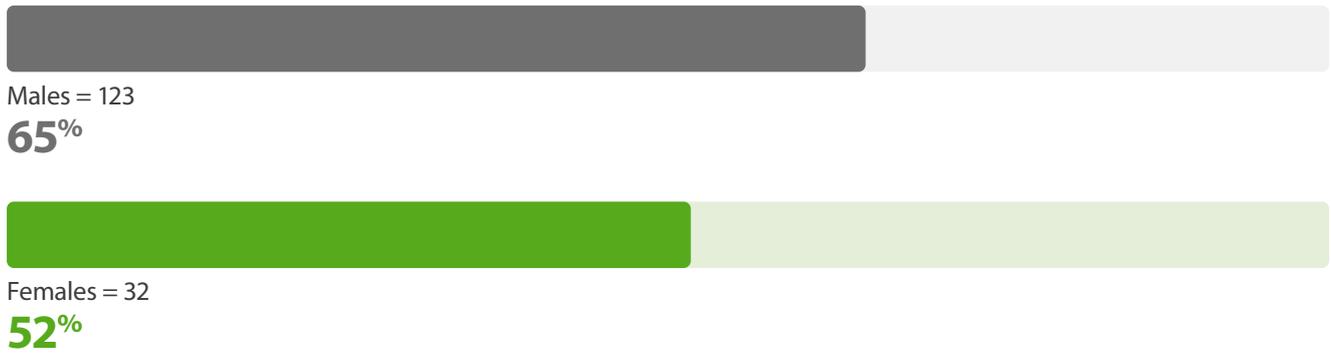
The above data has been arranged into quartiles. Quartiles represent a salary pay band with the lower quartile showing new or entry level positions, and the upper quartile showing the split of men and women in senior positions and therefore the highest pay bands.

Pay Gap

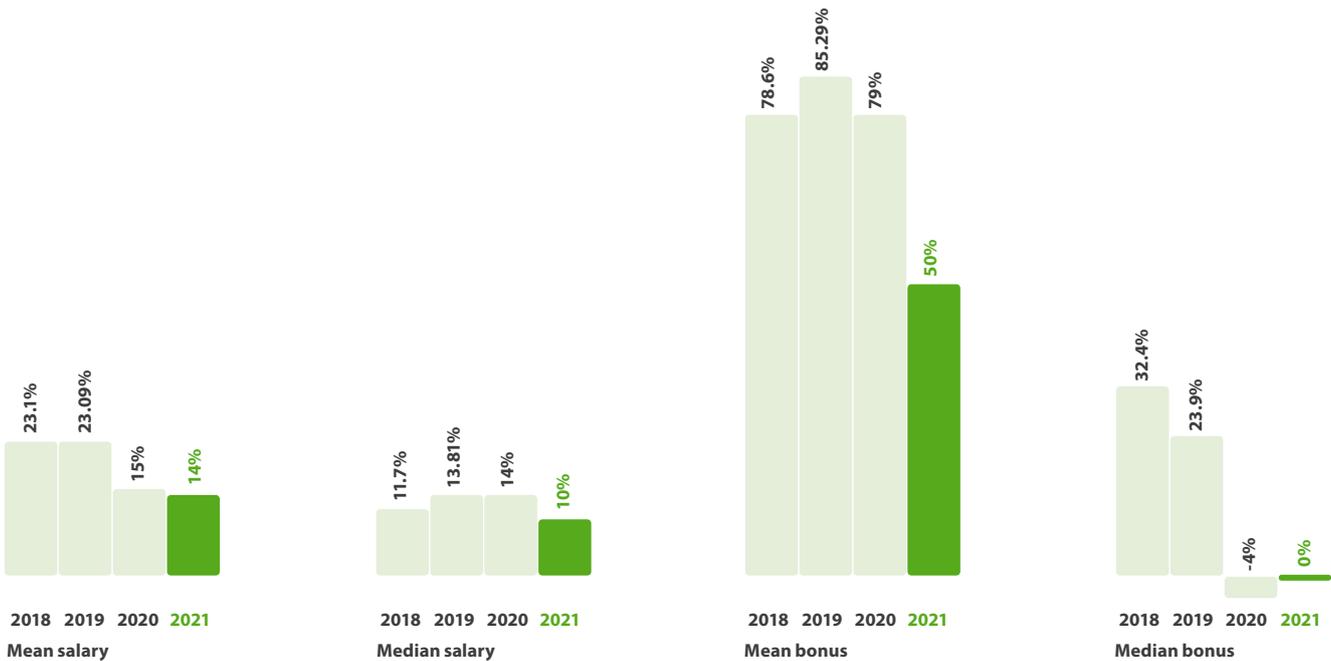


Source: Annual Survey of Hours & Earnings, Office for National Statistics.

Proportions of employees receiving a bonus



Salary and bonus - last four years



Closing the gap

We are pleased to be able to write that for the fourth year running we have seen further progress in closing the gender pay gap at Paxton. However, we are committed to further improvement, and it will remain a focus for us in 2022 and thereafter.

This year, our Gender Pay Gap is calculated from a data snapshot on 5th April 2021. As with the previous reporting year, supporting our colleagues during the global Coronavirus pandemic brought significant changes and challenges. As a company striving for continuous improvement, we are used to listening to what's important to our colleagues and taking action.

“...for the fourth year running we have seen further progress in closing the gender pay gap at Paxton.”



Continuing to support our colleagues during the pandemic

- Ensuring all employees could work flexible hours to support the challenges of home schooling
- Flexible working arrangements for employees who could not work from home
- Voluntary furlough to assist employees as required

Genuine progression & visible role models

- We grow and develop our people across the organisation, making use of maternity leave cover as opportunities for existing employees to step up into senior leadership roles. As a result, in 2021 three new female Managers were promoted after seizing the opportunity to develop their careers
- We ensure there is a strong women's network at Paxton.

Continuous areas of focus and improvement

- We provide 6 months full pay on Maternity and 1 month full pay on Paternity leave
- We continue to educate our employees on how they can take advantage of shared parental, adoption, surrogacy & flexible working options
- We continue to work with our hiring managers on unconscious bias in hiring of candidates ensuring a genuine level of consistency across the organisation
- We are proud to offer amazing training & personal development opportunities to all Paxton employees and continue to receive positive feedback on this - 79% of our people agree their job is good for their own personal growth. We remain committed to proactively and regularly seeking feedback from our employees as to what's working for them and how we can improve in this area. Together we'll keep working towards closing the gender pay gap and ensure genuine equality and balance at Paxton.

“Alongside striving for continuous improvement towards progress in our gender pay gap...”

What have we done in the last 12 months?

- **Maternity and extended parental leave cost of living increase** - from the start of this year we will implement an automatic cost of living percentage salary increase for anyone on maternity or extended parental leave. This will ensure consistency across Paxton
- **Menopause awareness** - studies show that the gender pay gap starts when women reach childbearing age and continues to increase towards retirement age with 25% thinking about leaving their employment because of experiencing adverse symptoms. We are pleased to now be working in partnership with Women's Health Sussex.

Alongside striving for continuous improvement towards progress in our gender pay gap, we also want all our employees, including those approaching or going through menopause to feel supported and never forced to question whether they should leave because of their symptoms. Educating individuals about the effects of menopause is key to this, both to help women recognise what is happening to them and signpost to the support they may need, but also for line managers and colleagues supporting and understanding what their female colleagues may be going through - which in turn we hope will prevent women at Paxton considering leaving when this happens to them.



Nicola O'Donnell
HR Director