

2018 Gender Pay Gap Report

Chubb Fire & Security Limited

About Chubb

Chubb Fire and Security Limited is a leading provider of security and fire-safety solutions for businesses and industry in the UK. Chubb is part of Carrier, a division of United Technologies Corp., a leading provider to the aerospace and building systems industries worldwide. For more information, visit www.chubb.co.uk

At the snapshot date, Chubb Fire & Security Ltd employed 1750 full pay relevant employees, of which 1271 (72.6%) were male and 479 (27.4%) were female.

Chubb Fire & Security Gender Pay Results:

Mean and Median Pay Gaps

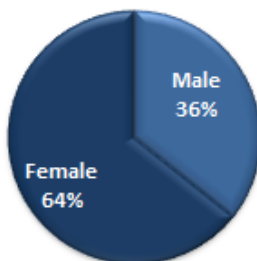
	Mean	Median
Pay	38.0%	41.3%
Bonus	32.69%	7.79%

The Proportion of Males and Females Receiving a Bonus:

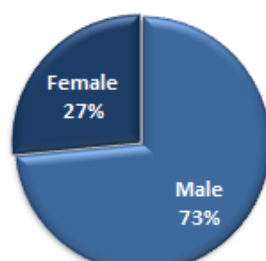
Gender	Percentage Receiving a Bonus
Male	63.32%
Female	28.98%

The proportion of males/females in each quartile:

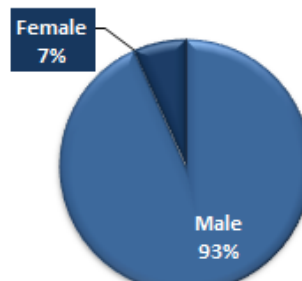
Lower Quartile



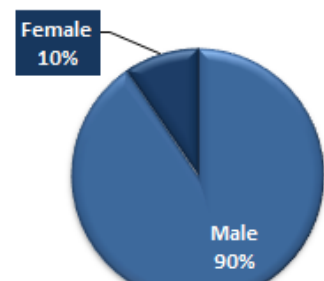
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Commentary:

- Challenges remain with attracting women into STEM roles and organisations which continue to drive a lower representation of women into our workforce. This has historically been the entry point in to our leadership pipeline, but conscious efforts have been taken to broaden our view on the expectations of operational and general management leadership in the past couple of years. As a business we will continue to both challenge and broaden the view of the background required to be successful in operational and general management positions, and engage in the communities in which we operate to encourage more females in to STEM roles and organisations.
- Chubb continues to promote greater diversity in the work place and to support and encourage more females into operational leadership roles. A number of women have been promoted or recruited into general management or operational leadership roles during 2018. We must continue to strive for more, and to improve female representation on our senior leadership team (currently 13%).
- Some of the current and future initiatives to address the gap are:
 - Continued focus on flexible working initiatives and policies across all functions of our business.
 - Further leadership education on diversity and inclusion; ensuring our leaders are equipped and empowered to own and drive inclusion.
 - Reviewing all policies to support the attraction, retention and development of women.
 - HR representatives attending STEM events to encourage more female students to follow STEM oriented studies, in order to increase more female technical schooled candidates on the labour market.

Signature



Tracy Cordes
Managing Director
Chubb Fire & Security