

# 2017 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 UTC Climate, Controls & Security. The parent company is United Technologies Corp., a leading provider to the aerospace and building systems industries worldwide. For more information, visit [www.chubb.co.uk](http://www.chubb.co.uk).

At the snapshot date, Chubb Fire & Security Ltd employed 1289 full pay relevant employees, of which 876 (68.0%) were male and 413 (32.0%) were female.

### Chubb Fire & Security Gender Pay Results:

#### Mean and Median Pay Gaps

	Mean	Median	Industry Comparator * Mean	Industry Comparator * Median
<b>Pay</b>	43.2%	51.3%	33.3%	33.6%
<b>Bonus</b>	36.4%	-160.4%	25%	8.6%

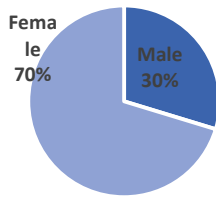
*\*comparator industry – Facilities, security and support services*

#### The Proportion of Males and Females Receiving a Bonus:

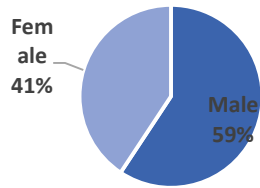
Gender	Percentage Receiving a Bonus
Male	68.3%
Female	29.8%

## The proportion of males/females in each quartile:

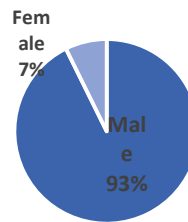
Lower Quartile



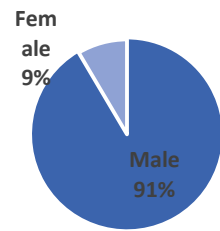
Lower Middle



Upper Middle



Upper Quartile



## Commentary:

- Challenges with attracting women into STEM organisations continues to drive a lower representation of women into our workforce in engineering related roles.
- Chubb continues to promote greater diversity in the work place and to support and encourage more females into operational management roles. A number of women have recently been promoted into operational leadership roles.
- Some of the current and future initiatives to address this are:
  - Global Leadership and all Country Managing Directors have signed up to the Chubb F&S Group Diversity and Inclusion Charter.
  - Delivering Diversity & Inclusion training to all senior leadership by the end of 2018.
  - Focus on flexible working initiatives and wider awareness around the benefits to both the employee and the business.
  - Reviewing all policies to support the attraction 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

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23<sup>rd</sup> March 2018