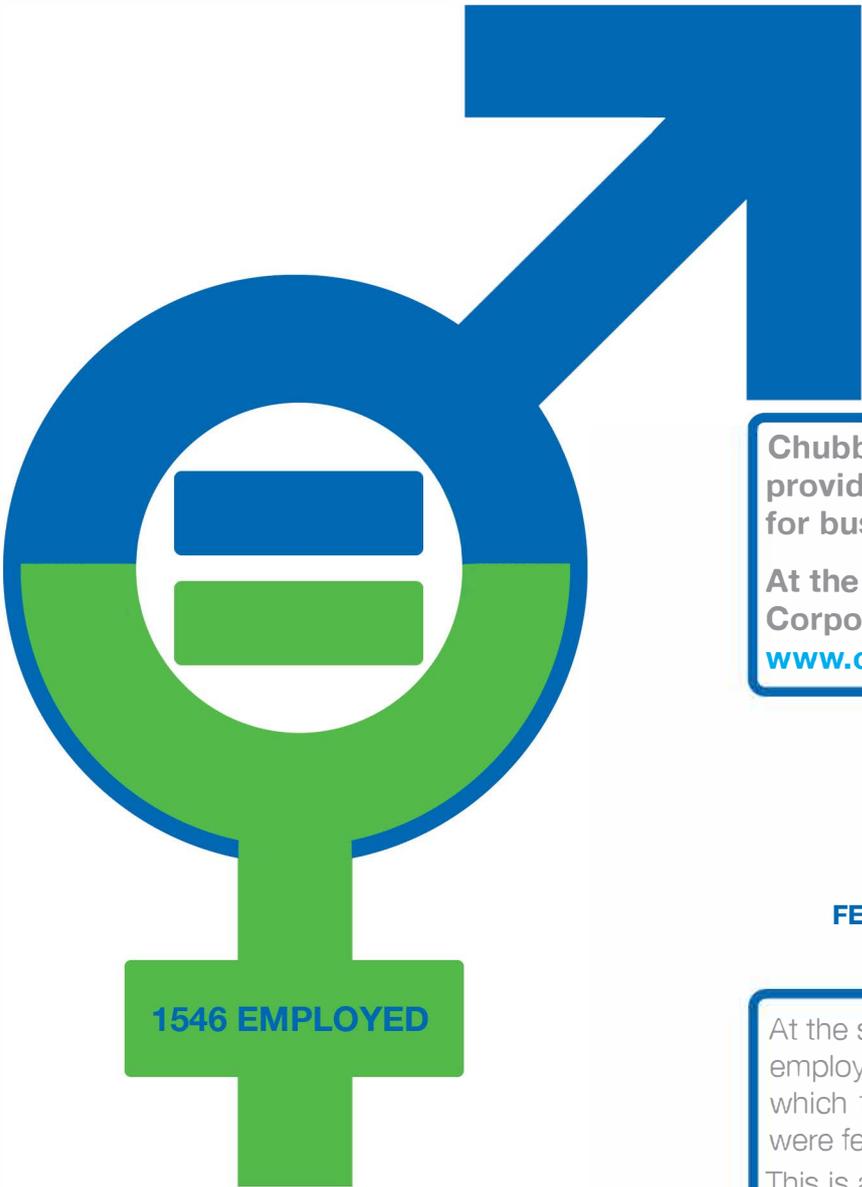


Chubb

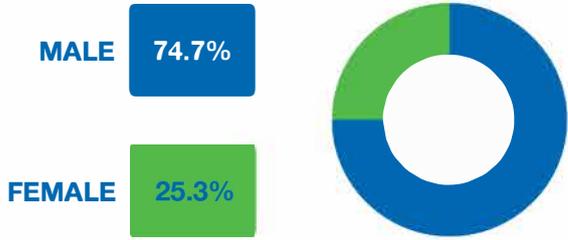
GENDER PAY GAP REPORT 2021

Chubb Fire & Security Limited



Chubb Fire and Security Limited is a leading provider of security and fire-safety solutions for business and industry in the UK.

At the time, Chubb was a part of Carrier Corporation. For more information, visit: www.chubbfiresecurity.com/en/uk/

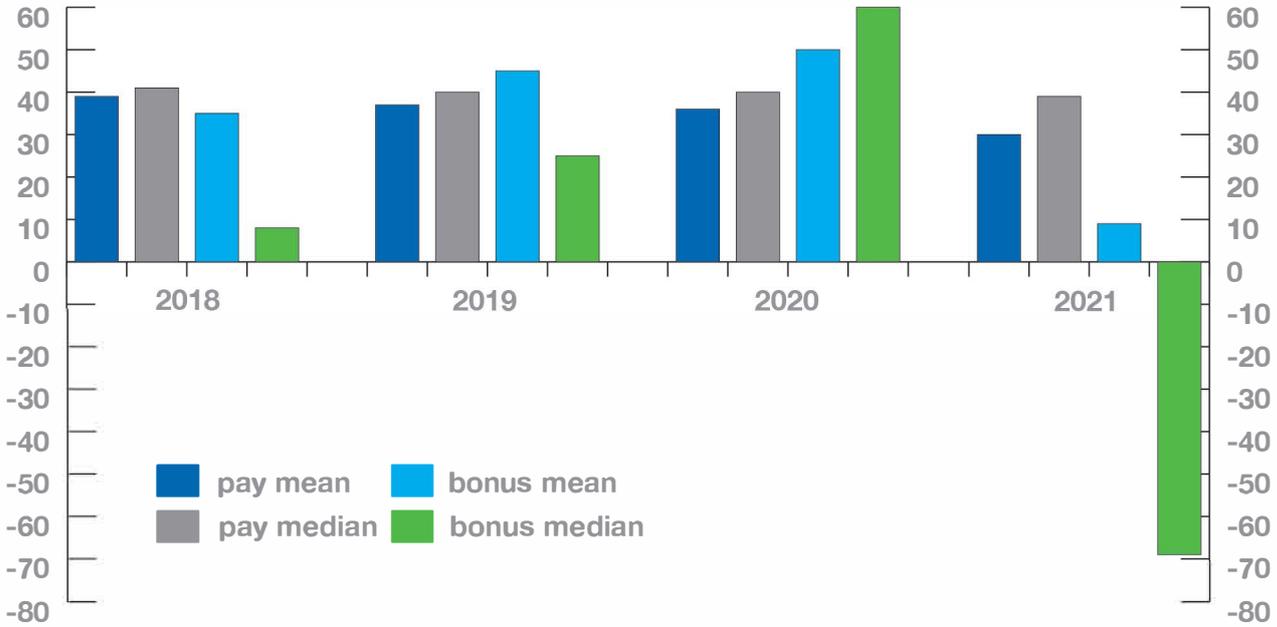


At the snapshot date, Chubb Fire & Security Limited employed 1546 full pay relevant employees, of which 1156 (74.7%) were male and 390 (25.3%) were female.

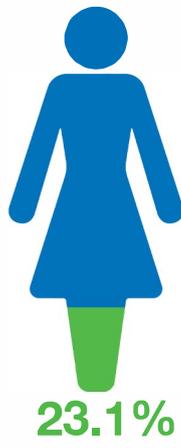
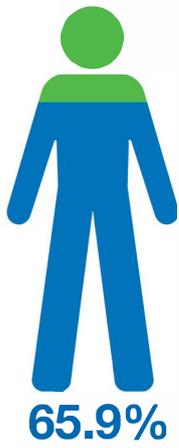
This is a decrease from 2020 by 4.9% of all relevant employees, a 6.9% decrease in female employees and a decrease of 4.2% in male employees.

OUR GENDER PAY RESULTS

% Mean & Median Pay Gaps:



Bonus Proportion:

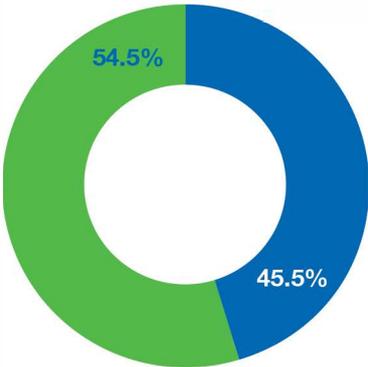


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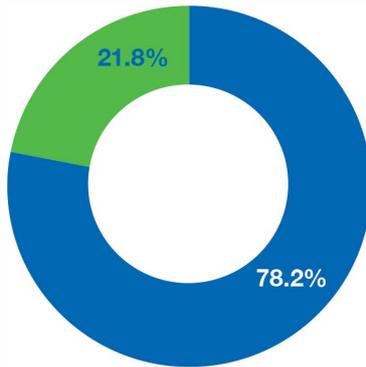
% Pay Quartiles:

MALE

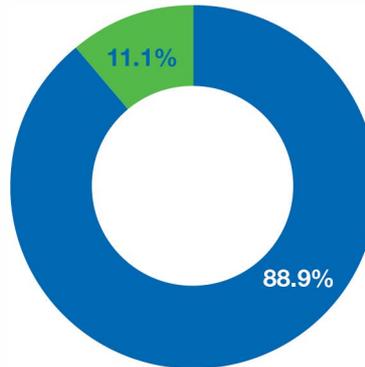
FEMALE



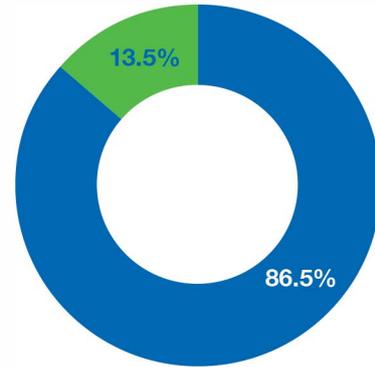
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

COMMENTARY & COMMITMENTS

The fire safety and security industries have always employed a greater proportion of men than women, and Chubb reflects this with 75% of our workforce being male. This means that leadership and other roles which command higher pay, are held by male employees. We face challenges in attracting female candidates to our organisation, especially in technical, field based and operational roles.

Moving forward, we will continue to take positive action to support the progression of women and reduce pay disparity between male and female employees, including:

- Increasing the number of **women in leadership, technical and operational roles**
- Bringing our **Diversity & Inclusion strategy** to life, including the establishment of a D&I council
- Continuing to review and enhance our **family-friendly policies**
- Launching our **Hybrid & Flexible Working policy**
- Providing **learning and development opportunities for women** through the expansion of our current apprenticeship program, and launching our sales associate program
- Developing hiring strategies** aimed at attracting female candidates
- Formal **women's networking programs** for sharing career advice

We want our employees to be inspired to do great things. We recognise that an inclusive working environment is key to attracting and retaining talent, and this is our journey. We continue to work hard to create an environment where our employees can flourish and realise their full potential.

Brendan McNulty
Managing Director

Lesley Leach
Human Resources Director