

Gender Pay Gap Report 2020

Chubb Systems Limited

Chubb Systems Limited is a leading designer and integrator of security systems identifying and solving complex requirements to critical national infrastructure and major, large scale projects across the public and private sector. Chubb Systems Ltd is part of Carrier Corporation. For more information, visit www.chubbsystems.co.uk

At the snapshot date, Chubb Systems Ltd employed 245 full pay relevant employees, of which 212 (86.5%) were male and 33 (13.4%) were female.

Chubb Systems Gender Pay Results:

Mean and Median Pay Gaps:

Mean Pay



Median Pay



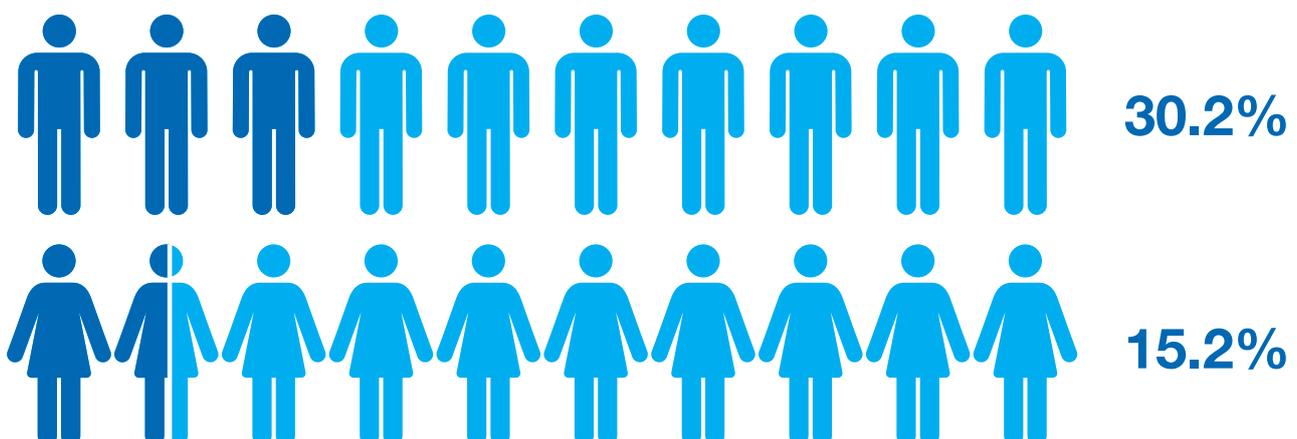
Mean Bonus



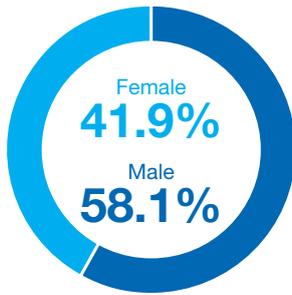
Median Bonus



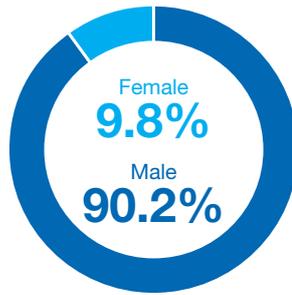
The Proportion Receiving a Bonus:



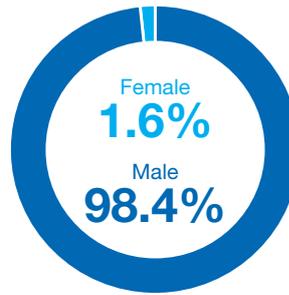
The % of male & female in each quartile:



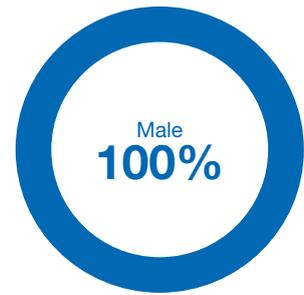
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Commentary & Commitments:

The Coronavirus pandemic cast a shadow over efforts to identify and improve gender pay equality during 2020, and Chubb continued to face challenges in attracting female candidates to our organisation, especially in technical, field-based and operational roles.

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

- Inclusive job advertisements, targeted channels that are likely to be accessed by women, and holding women-only recruitment open days
- Requesting our talent acquisition partners to provide gender diverse candidate shortlists
- Providing learning and development opportunities for women
- Formal women's networking programs for sharing career advice
- Reviewing and enhancing our family-friendly policies, and offering flexible working arrangements

We also continue to develop programs aimed at early-in-career talent, as well as increasing the number of women in management positions. Diversity, inclusion and belonging awareness and education for our leaders remains a priority, having rolled out a look at unconscious bias and understanding & preventing micro-aggressions training for people managers and employees.

Brendan McNulty
Managing Director

Lesley Leach
Human Resources Director