

# Gender Pay Gap

**Report 2025**



**We protect what matters most.**

# About Us

Founded in 1818 by Charles and Jeremiah Chubb, we have been protecting people and assets worldwide for more than 200 years.

At Chubb, we are driven by a powerful purpose - to be the number one trusted partner to protect the world's most valued resources - people, property and assets.

We are a market leader in fire safety and security solutions, providing products and services from fire extinguishers and CCTV systems to inspections, risk assessments, and remote monitoring, to businesses across a variety of industries in a broad spread of global locations.

In the UK, our 2100+ employees within our regional branches protect over 250,000 sites, supported by a network of highly skilled engineers and our NSI accredited alarm receiving centre.

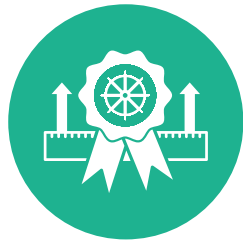
And we don't stop there. Our service teams keep systems and equipment in peak condition to ensure the safety and security of people, property and assets. And through our connected remote services, our customers have complete confidence in their protection with more direct, immediate and easy connectivity with Chubb, 24/7 - 365 days a year.

Chubb is part of APi Group Corporation, a global market-leading business services provider of safety and specialty services. For more information, visit [chubbfd.com/uk-en/](https://chubbfd.com/uk-en/)

The image shows a large, modern building facade with a grid of windows. The word "Chubb" is prominently displayed in a large, blue, sans-serif font on the right side of the building. The sky above is bright and blue with some light clouds, and the sun is visible on the right side, creating a lens flare effect. The overall scene is bright and professional.

Chubb

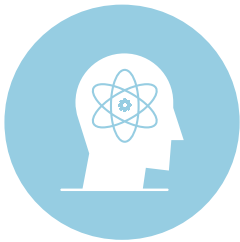
# Our Values



Own what we do



Bring energy to challenges



Think steps ahead



Putting people first



Win with integrity

Our values are the guiding principles that shape Chubb and define the way we work.

# About the gender pay gap

## Why does Chubb have to report?

Chubb has one entity in the United Kingdom with at least 250 employees, Chubb Fire & Security, and under the Gender Pay Gap Regulations we are required to provide a gender pay gap report for this entity.

## What is a gender pay gap?

The gender pay gap represents the difference in average earnings between men and women over a specific period, regardless of job role or seniority.

## What must the gender pay gap report disclose?

- The difference in mean pay between male and female employees.
- The difference in median pay between male and female employees.
- The difference in mean bonus pay between male and female employees.
- The difference in median bonus pay between male and female employees.
- The proportions of male and female employees who were paid bonus pay.
- The proportions of male and female employees in each quartile of their pay distribution.

Pay information must be based on data from a snapshot date of 5 April every year.

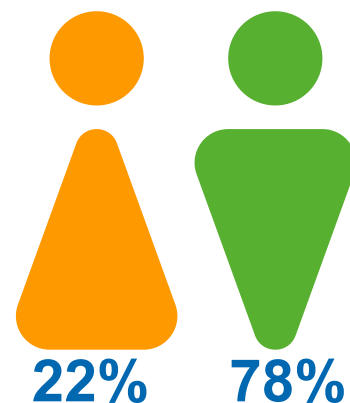
Bonus information must be based on the preceding 12-month period.

Employers have 12 months from the snapshot date each year in which to publish the information on their website and on the gender pay gap reporting portal on the GOV.UK website.

# Our gender profile for 2025

## % of males vs females

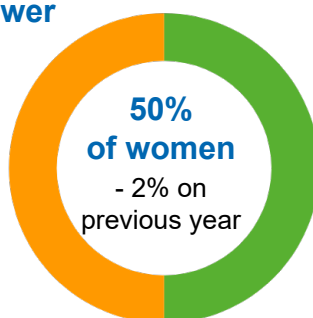
At the snapshot date, Chubb Fire & Security Ltd employed 1827 full pay relevant employees (an increase of 73 from previous year), of which 1419 (78%) were male and 408 (22%) were female (an increase of 1% for males and decrease of 1% for females).



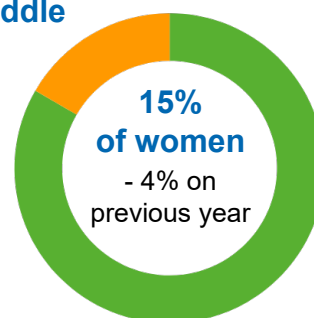
## % Males & Females in each pay quartile

The gender pay gap represents the difference in average earnings between men and women over a specific period, regardless of job role or seniority.

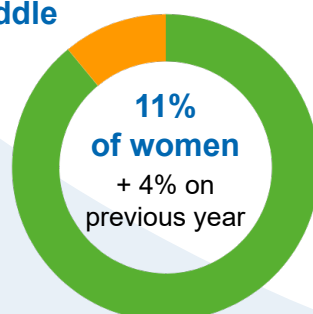
Lower



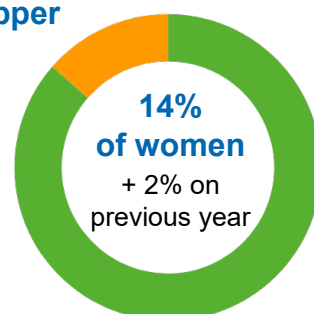
Lower-middle

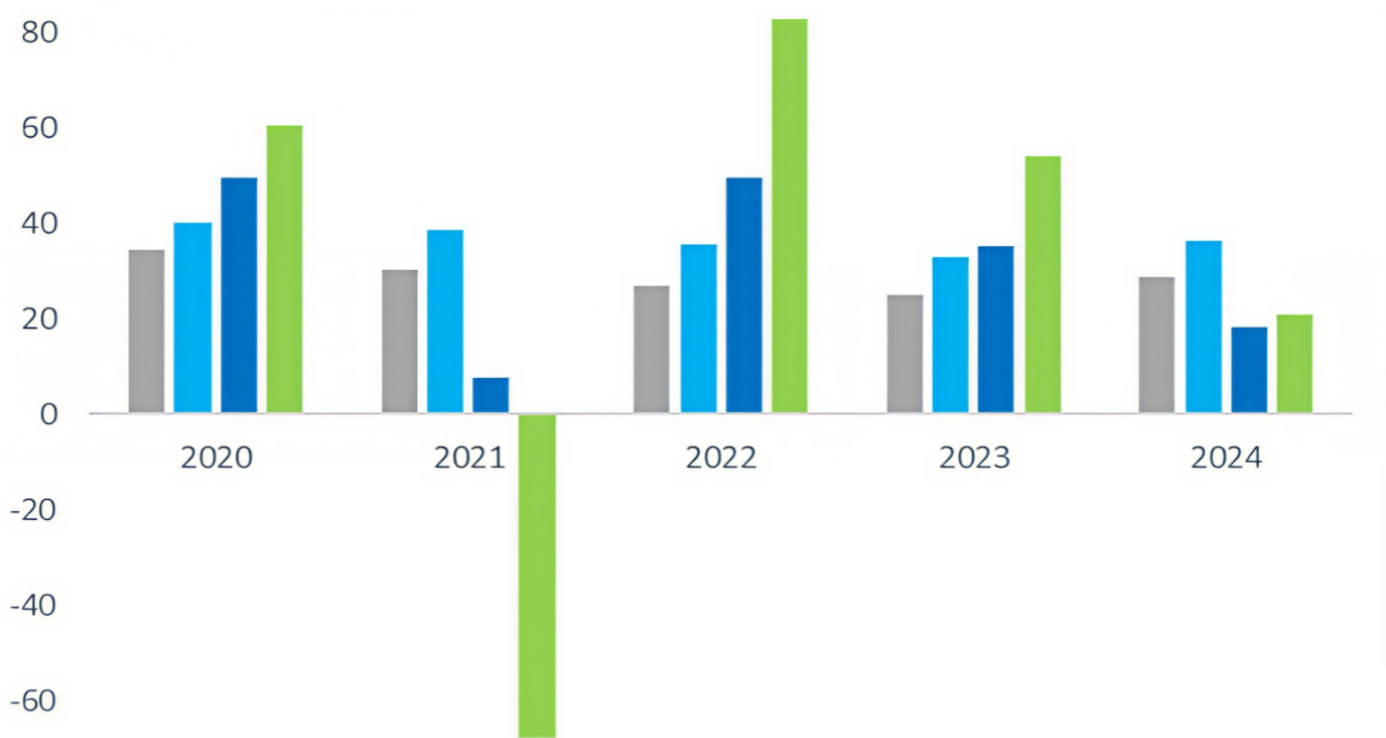


Upper-middle



Upper





## 2025

- 22.5 mean gender pay gap (28.8 in 2024)
- 27.4 median gender pay gap (36.4 in 2024)
- 23.0 mean gender bonus gap (18.2 in 2024)
- 27.2 median gender bonus gap (21.0 in 2024)

## % of males and females receiving bonus pay

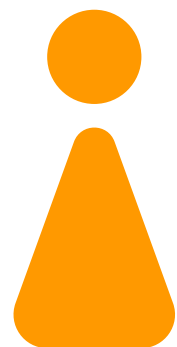


**22%**

of males who received a bonus (+5% on prior year)

**78%**

of females who received a bonus (+15% on prior year)



# Addressing our gender pay gap

The fire safety and security industries are mainly male-dominated (especially for field positions), employ a greater proportion of men than women and Chubb reflects this with 78% of our workforce being male.

Over the long term, we are playing a role in changing this – through partnerships in our communities, with schools, and with our union – to attract greater interest in our industry from people of all genders and backgrounds. We continue to take actions that make our industry attractive to females, through supporting career progression, and, if appropriate, reducing pay disparity between male and female employees.

Overall, our gender pay gap is reducing because of more women being employed in senior and higher-paid positions and a reduction in pay disparity. However, our gender pay gap is not a result of payin males and females differently for the same or equivalent work. It is due to males and females working in different roles with different pay and benefits.

Chubb is on a journey to ensure that every team member is included, feels a sense of belonging, and is psychologically safe so that they can grow, thrive and lead. We are working hard to build a culture in which all employees see and believe that the investment we make in leadership development opportunities is an investment in them and embrace those opportunities accordingly.

**DIVERSITY, EQUITY AND INCLUSION**



We believe that:

- Everyone is a Leader.
- Everyone should have the opportunity to develop as a Leader.
- Everyone deserves a great leader
- We each own our development .
- Leadership is the single biggest differentiator between average and excellent.
- Leaders develop Leaders.

To this end, we will continue to take actions including:

- Increasing the number of women in leadership (currently one third), technical and operational roles.
- Embedding our DE&I and Wellness strategies and communities.
- Ensuring the effectiveness of our policy review committee.
- Continuing to expand on our talent programs including individual development plans, apprenticeships, management and leadership programs, mentoring and coaching.
- Developing hiring strategies aimed at attracting female applicants.
- Conducting our talent review and succession planning process which identifies internal female talent.

Our ambition is to be the number 1 people-first public company, and we want Chubb to be a workplace where everyone belongs and thrives.

  
**Gary Moffatt**  
Managing Director

  
**Lesley Leach**  
People Director

We confirm that the data provided has been collated in accordance with the Equality Act 2010 (gender pay gap Information) Regulations 2017