

2025/26

GENDER PAY GAP

CIS SECURITY LTD

418 - 426 Lewisham High Street
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<https://cis-security.co.uk/>

Executive Summary

CIS Security remains one of the Top 20 UK Guarding Companies, continuing to evolve as a progressive, people-centred employer committed to fairness, opportunity, and inclusive growth.

Our gender representation and pay outcomes reflect both the progress we have made and the structural challenges that remain within the wider security industry. We continue to address these challenges through targeted initiatives that strengthen diversity, support career progression, and ensure equitable access to opportunities across all levels of the organisation.

Equality

Leadership

Balance

Integrity

Respect

Inclusion

Trust

Leadership & Governance

CIS maintains a 50:50 gender balance at Board level, demonstrating our commitment to gender parity at the highest level of decision-making. This balanced leadership model reinforces our belief that diverse perspectives drive stronger governance, better performance, and a more inclusive culture.

Workforce Development & Progression

We continue to invest in the development of women across operational and managerial roles. CIS is committed to encouraging more female Site Managers and Account Managers, supported by a structured two-year developmental pathway designed to attract, retain, and progress female talent into leadership positions.

Industry Engagement & Community Impact

CIS actively supports Women in Security organisations, with senior leaders regularly attending key industry events to champion female representation and visibility. Our ongoing partnerships with local employability programmes help attract individuals, of all identities, who may not have previously considered a career in security.

Flexible, Inclusive Working Practices

We continue to work closely with customers to promote flexible working arrangements wherever operationally possible. We aim to inspire a better work-life balance for both male and female workers, recognising the importance of supporting working parents and carers regardless of gender.

2025/26

GENDER PAY GAP RESULTS



We have prepared our Gender Pay Gap report, following legislation as detailed on **The Equality Act 2010** (Gender Pay Gap Information) Regulations 2017 which shows the following:

A mean gender pay gap of 10.4%

A median gender pay gap of 15.3%

A mean bonus gender pay gap of -68.5%

A median bonus gender pay gap of -2.2%

39.1% women received a bonus and 46.5% of men received a bonus



Gender Representation

Below are the quartile figures showing the proportion of each gender in each quartile pay band.

PROPORTION OF M & F PER QUARTILE	2025/2026
Quartile 01	
Male	93%
Female	7%
Quartile 02	
Male	91%
Female	9%
Quartile 03	
Male	87%
Female	13%
Quartile 04	
Male	80%
Female	20%

Declaration

I hereby confirm that the information provided in this report to be accurate.

Neill Catton
CEO

