

2025 UK Gender Pay Gap Report

The UK Gender Pay Gap is calculated by comparing the average hourly rate of pay between male and female employees and does not take into account their position or other factors, such as tenure within the company.

It is different than “equal pay”, where companies are required to ensure that male and female employees are paid equally for doing the same or similar work.

We report on two qualifying UK entities: UK Ademco and ADI Gardiner UK. While we believe that the actions we are taking on our UK gender pay gap journey are the right ones, our 2025 reporting shows there is more we need to do to close the gender pay gap. We are confident that by staying focused on building our culture of inclusion and continually improving our recruitment processes, we will see even better progress over time.

We are committed to an equitable, safe and nurturing work environment, with strategic focus areas including gender diversity, employee health and safety, and talent development. To do well, we recognize the importance of increasing gender diversity at every level of our organization. To this end we continuously evolve processes, practices and individual behaviours to drive forward the diversity strategy that is aligned and woven into our vision, culture, and values.

To ensure we are advancing this mission, the actions we take include:

- Actively reaching out to people of diverse backgrounds and experience to join our teams.
- Supporting a variety of Employee Resource Groups, including groups for women, veterans, LGBTQIA+, those of minority ancestry, and for people with differing abilities.
- Nurturing a culture where inclusiveness is inherent, not an initiative. A place where people are empowered to speak up, and where individuals feel included and valued. A place where there is a sense of pride and belonging and a shared commitment to innovation and excellence.

As we implement strategies, we aim to hold ourselves accountable and strive to create real impact to see tangible results that reflect our commitment and vision.

2025 Categories	Ademco	ADI Gardiner
Mean Pay Gap	23.6%	10.9%
Median Pay Gap	25.8%	-2.6%
Mean Bonus Gap	57.7%	37.2%
Median Bonus Gap	32.1%	32.9%
% Men Receiving Bonus	86.8%	86.3%
% Women Receiving Bonus	79.5%	75%
Lower Quartile M/F	44.4%/55.6%	76.1%/23.9%
Lower-Mid Quartile M/F	43.8%/56.2%	58%/42%
Upper-Mid Quartile M/F	63%/37%	55.7%/44.3%
Upper Quartile M/F	65%/35%	73.9%/26.1%