HACKLE SECURITY LTD

GENDER GAP REPORT SNAPSHOT DATE: 05/04/2025

The company has 142 relevant employees

Pay and Bonus difference between women and men

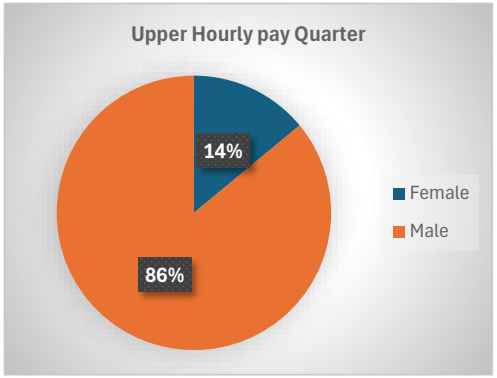
	MEAN	MEDIAN
Pay	0%	7%
Bonus	12%	41%

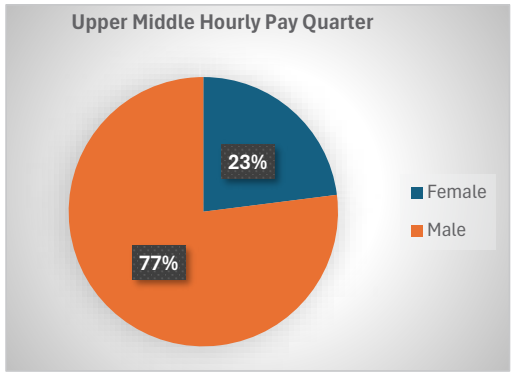
This chart shows the percentage by which men's average hourly pay and bonus pay is lower to women

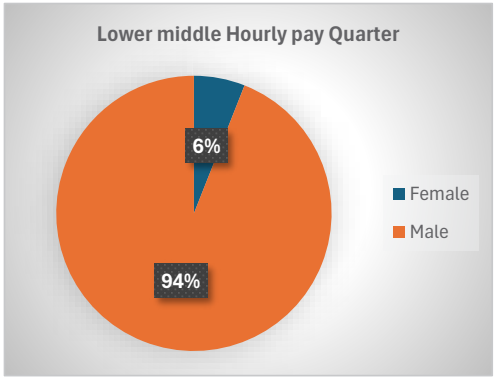
Proportion of employees receiving a bonus

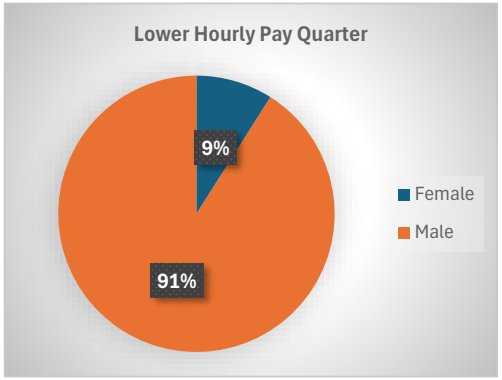
Men	Women
57%	72%

Pay quartiles across the business employees









As you may notice, the industry is predominantly male-dominated. However, the women within the industry are represented across all quartiles. Many of these females are in office-based roles due to the nature of the business.

In accordance with Gender Pay Reporting requirements, our calculations is based on employees gender. This is achieved by using our existing HR records, along with our weekly and monthly PAYE payroll data.

Statement of Accuracy

I hereby confirm that the information contained within this statement is accurate.

Mahendra Vekariya

February, 2026