

Gender Pay Gap 2019 Report

About Chubb

We're a leading provider of security and fire safety solutions for businesses and industry in the UK, working to make the world a safer place. Chubb is part of Carrier, a leading global provider of innovative heating, ventilating and air conditioning (HVAC), refrigeration, fire, security and building automation technologies.

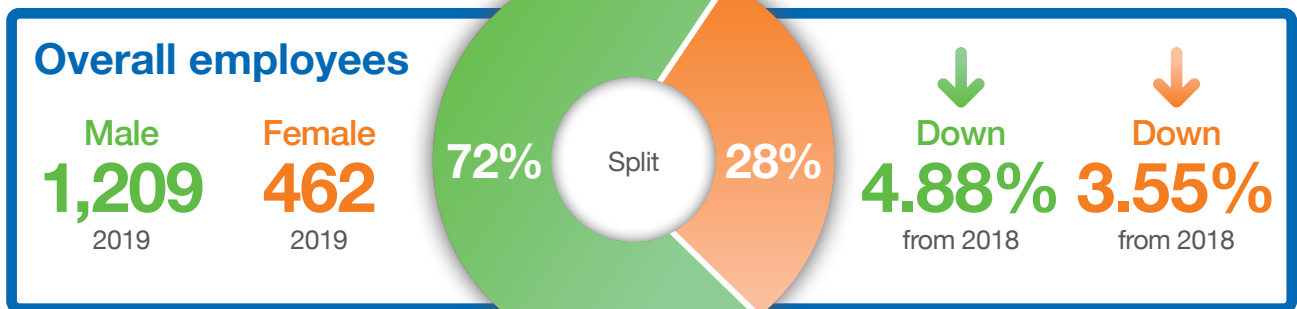
Established in the UK over 200 years, with a national network of offices throughout the country, we **employed 1,671** full pay relevant employees. This is a **4.45% decrease** from 2018 of all relevant employees.



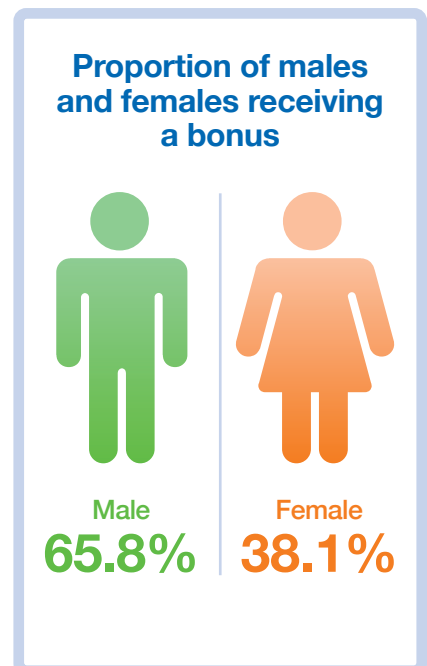
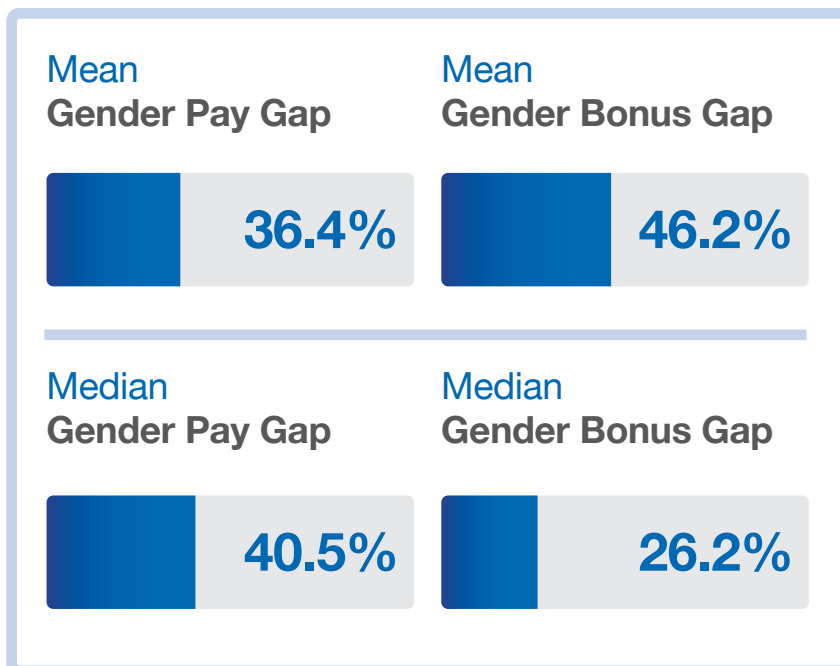
Brendan McNulty
Managing Director



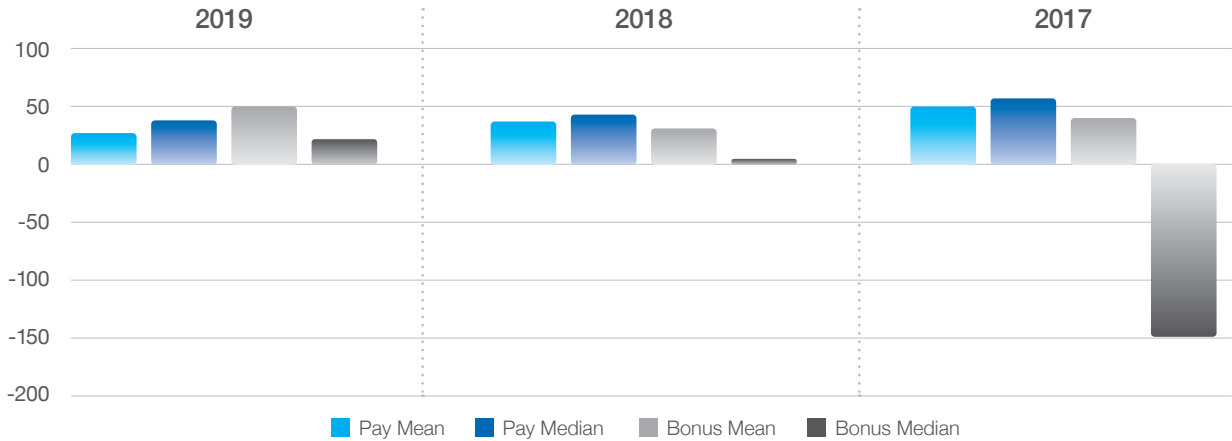
Lesley Leach
HR Director



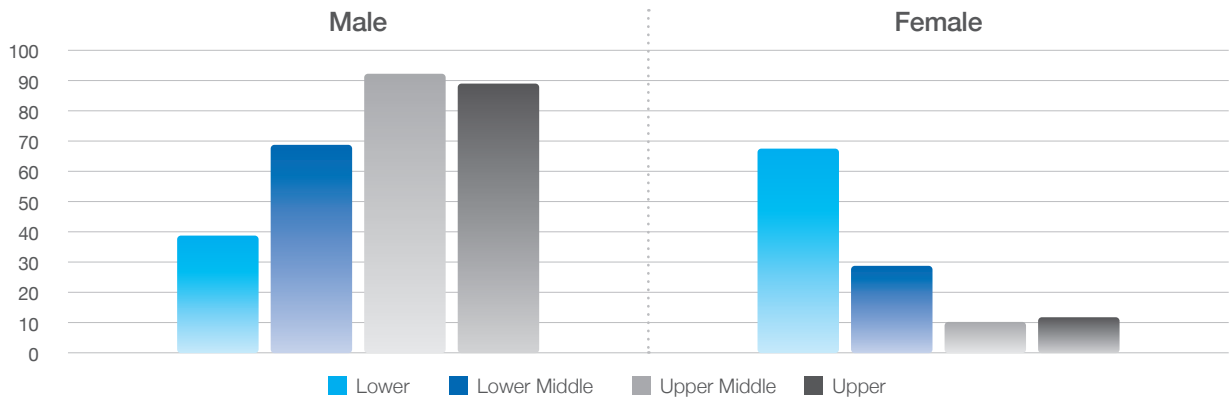
Our Gender Pay Results



What has changed since 2017?



Percentage of males and females in each pay quartile



Our Findings

Key reasons for our gender pay gap

1. We continue to face challenges in attracting female candidates to our organisation, especially in technical/field based roles
2. Many of the technical and more hazardous roles that command higher pay are male dominated.
3. The leadership team, and therefore the highest earners in our organisation are predominantly male. This is typical of our industry.
4. The disproportionate distribution of men and women in management roles account for the gender bonus gap in favour of women.

Addressing the gaps

We're committed to creating a culture where our employees can fulfil their potential, by consciously promoting diverse and inclusive equal opportunities to progress their careers.

In 2019, we promoted a number of women into leadership roles, and currently focus on making job advertisements more inclusive by promoting our organisation as gender-diverse and inclusive through profiling of females in senior

roles and their career journeys within Chubb and the wider Carrier organisation.

We are constantly evaluating our compensation programmes to ensure equal pay. We have already started work on reviewing our flexible working policies and practices and intend to make significant changes in 2020.

We will continue to develop program aimed at early-in-career talent, as well as increasing the number of women in management positions.

Our global leadership and country managing directors signed up to the Chubb Fire & Security Group Diversity and Inclusion Charter.

This report covers all employees of Chubb Fire & Security.

We can confirm that the information contained in this report is accurate and has been calculated in line with the gender pay reporting legislation.

Brendan McNulty

Lesley Leach