



# ABOUT US

Cairborne Trading Ltd t/a Secure-All Security is a privately owned and locally head-quartered security service provider. We have been providing services in Ireland for nearly 30 years, originally established in 1995. Our Company Owner Directors are directly involved in the day-to-day operation of our business, and we currently employ 220 people.

We provide On-Site Guarding, Mobile Security Services, Commercial Cleaning, Technical Security & Fire solutions to a wide range of clients across Ireland. Our company originally focused on and still specialises in Guarding and Mobile Security services, but we have developed our technical capabilities to be able to offer more comprehensive security solutions for our clients. We have one of the largest security fleets in the country with 45 vehicles operating across different geographical locations. All services are primarily self-delivered to ensure quality and reliability. In regions where direct operations are not feasible, we collaborate with trusted partners. This approach ensures that even without a direct presence, customers receive tailored, high-quality technical solutions. Partnering with reputable experts expands our service coverage while maintaining reliability.

At Secure All Security, we support the fair treatment and reward of all our people, irrespective of gender. We want to provide equal opportunities for all and create a workplace where all of our people can be the best version of themselves.

We are proud of the diversity which exists within our workplace and believe that the bedrock of creating a successful business is one where all colleagues can feel supported and grab opportunities available, regardless of their gender.

The Gender Pay Gap is defined as the aggregate difference between what women are paid in comparison to men. It compares the pay of all working men and women; not just who have comparable features such as working patterns, qualifications, experience, etc. Often misinterpreted, the gender pay gap does not reflect absence in equal pay for equal work, it shows a gap in representation. The reasoning is often attributed to aspects such as women working in lower paying sectors of the economy, fewer females in positions of managerial responsibility and a great proportion working in part time roles.

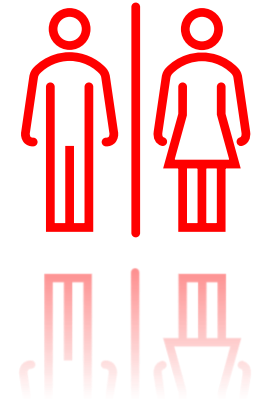
In producing this report, we as an ever-growing organization are resolute to the commitment of creating a positive environment which attracts more females to the security industry and additionally provides them with the tools to be best placed to progress up through the ranks.

The production of this report has utilized mechanisms that are set out in the Gender Pay Gap reporting legislation and we are compliant with the Gender Pay Gap Information Act 2021.



Alan McDonald (General Manager)

*The Gender Pay Gap*  
Is the difference between gross hourly earnings of men and women

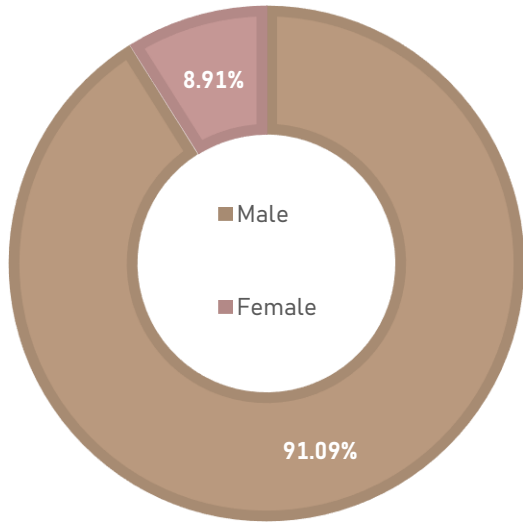


## Gender Balance in Secure All Security

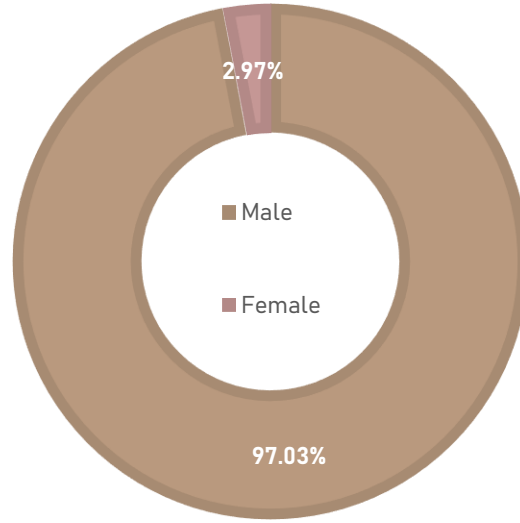
**Female 6.17%** **Male 93.83%**

# HOURLY PAY QUARTILES - 2025

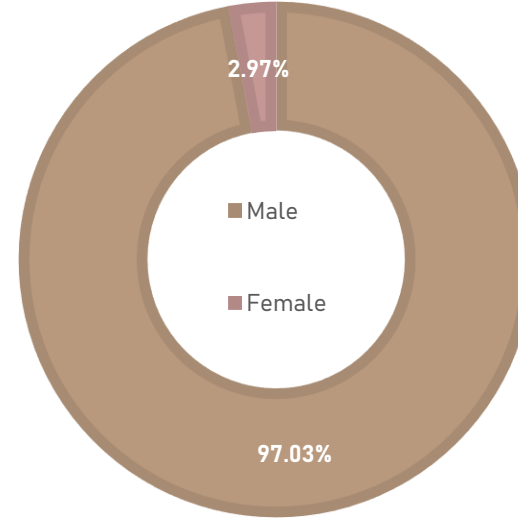
LOWER



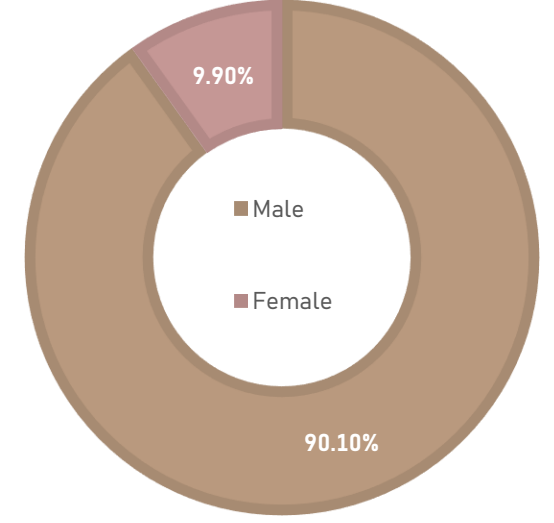
LOWER MIDDLE



UPPER MIDDLE



UPPER



Operating in an industry where rates of pay are standardised by way of Government legislation or inherited via TUPE transfer, we are aware that more change is inherently required. Given our workforce gender split, we are happy that our procedures in place have had a positive impact on our gender pay gap in 2025. Going forward, we will furtherly look to implement supportive family measures by updating our processes and procedures by means of attracting more females into the security industry.

# GENDER PAY GAPS AND BONUS GAPS

Measure	Secure All Security	National Average 2022
Mean Hourly Pay Gap (All Employees)	-10.26%	9.60%
Median Hourly Pay Gap (All Employees)	-0.52%	9.60%

Our mean gender pay gap is -10.26%, meaning that on average across all employees, females are paid more than males per hour. Being our second year of reporting the Gender Pay Gap, we have retained our proud position from 2024. We can see from the table that we far outperform the national average.

As an equal opportunities employer, we are continually exploring ways to close any gaps within our organization. Our hope for the future will be to maintain these results all whilst adding more female staff to our business, which has historically been male dominated. Our focus towards striving for a more gender balanced organization is a shared view from our Director Group, down to our Senior management team.

The Median hourly pay gap of -0.52% represents a huge shift from 2024 where men were paid circa 5% higher than women in the middle categories of income. In 2025, this result has been reversed and females now get paid more than men in the middle income categories. Fostering a culture which is support of females within the company now and into the future has provided us with a solid base to achieve these results. The future endeavouring expansion of the business will ensure that both genders are provided with equal opportunities moving forward.

Comparing the above results to 2024, it is clear to note that the company has achieved significant milestones with regards to the mean and median pay gap. As noted in 2024's report, many of our female colleagues retain management positions within the company which impacts the above results in a positive manner. We plan to continually operate a culture which fosters growth and development for both genders. Creating a truly inclusive cultural environment will ensure that we reach a situation where we can discount any form of traditional gender pay gap across all departments.

# GENDER PAY GAPS AND BONUS GAPS

Measure	Secure All Security
Mean Hourly Pay Gap (Part-time Employees)	0%
Mean Hourly Pay Gap (Temporary Employees)	0%
Median Hourly Pay Gap (Part-time Employees)	0%
Median Hourly Pay Gap (Temporary Employees)	0%
Median Bonus Pay Gap	0%
Mean Bonus Pay Gap	0%

## **Benefits and Bonuses**

- Neither male or female employees received benefits in kind or bonuses during the reporting period. This uniformity in non-pay benefits further ensures that our policies are applied equitably across all staff members.

## **Part time and Temporary Employees**

- Notably, there is no pay gap amongst part time or temporary employees as we currently do not have any employees in either of these categories.

# GENDER PAY REPORT FINDINGS

- On the snapshot date of 20<sup>th</sup> June 2025, this is the second year Secure All Security has produced a Gender Pay Gap Report.
- Taking great pride in our mean and median hourly pay gap results for 2025, we celebrate the improvements made from 2024. We are constantly evolving and introducing new initiatives and opportunities for our employee base which fosters a culture that supports progression for all employees, regardless of gender.



**SECURE**  **SECURITY**  
GROUP