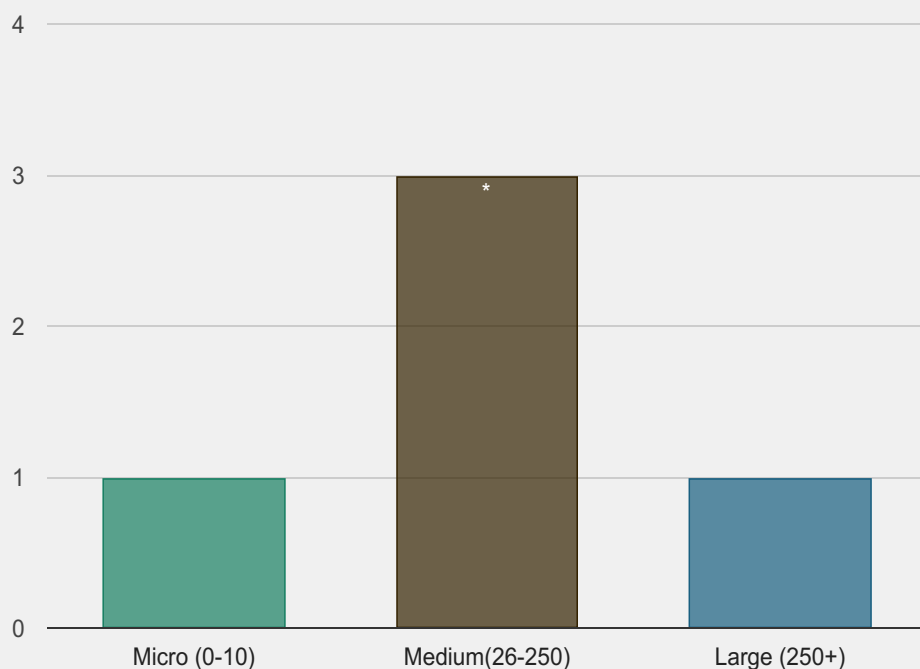


Your Company Security Benchmark Report



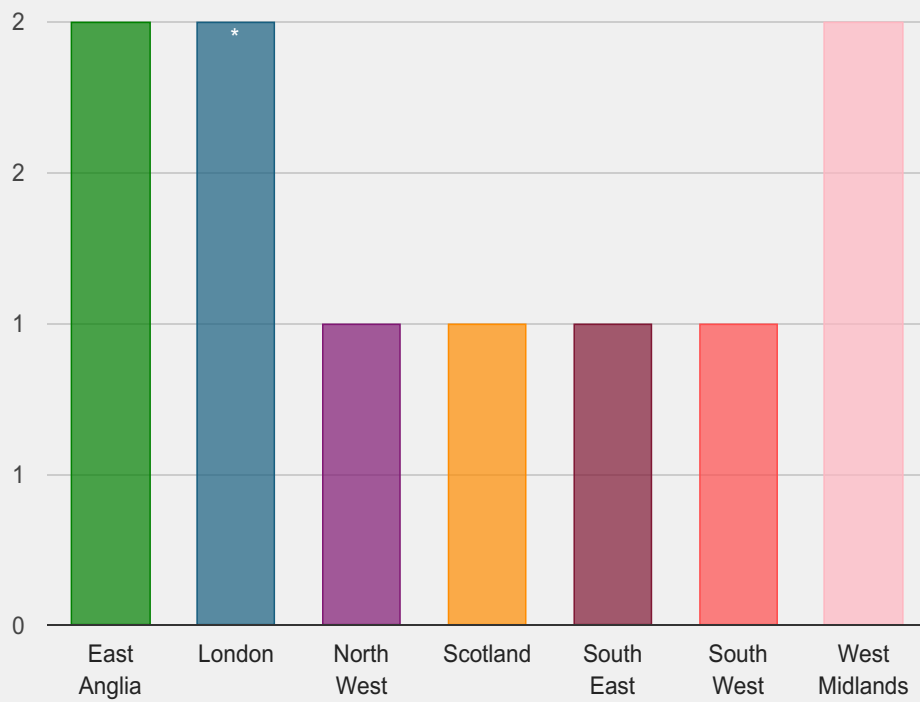
Report Filter Questions (Your Company - 08/09/2017)

1) Select the size of your company by employee numbers



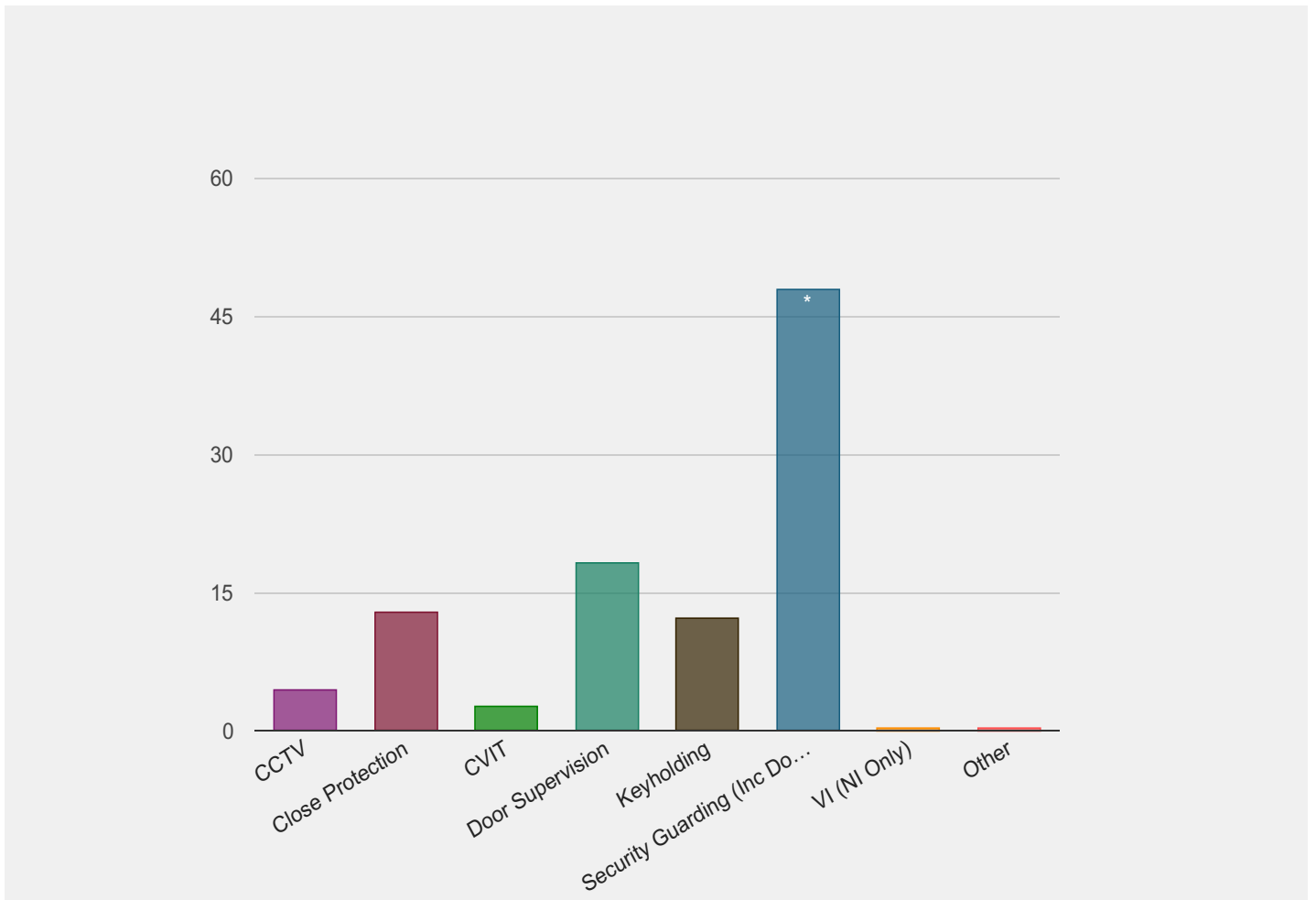
Company Size	Number of Companies	* Includes Your Company	Award Level?
Micro (0-10)	1		n/a
Medium(26-250)	3	✓ Includes Your Company	n/a
Large (250+)	1		n/a

2) Which areas of the UK wide do you currently have active contracts in?



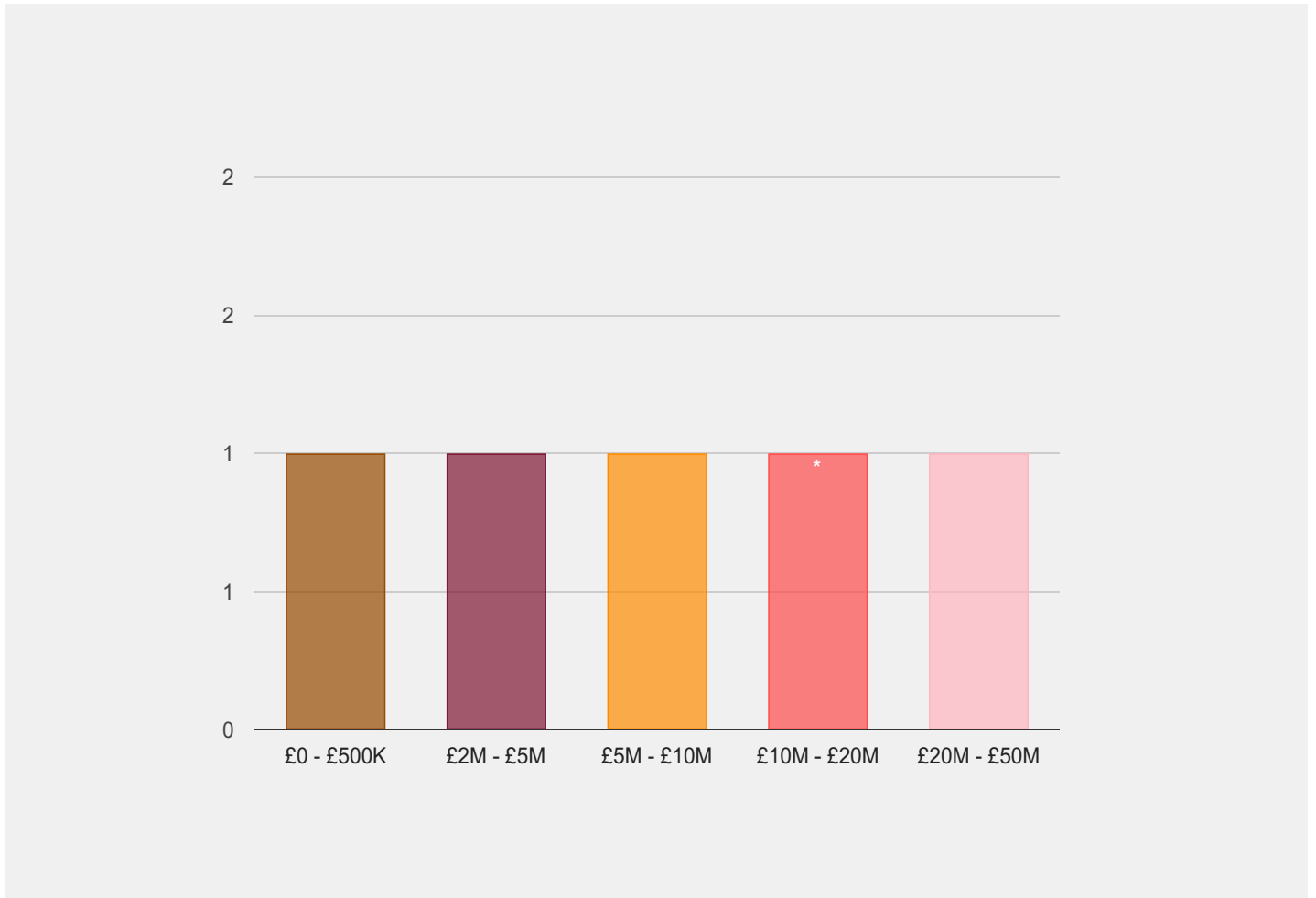
Area	Number of Companies	* Includes Your Company	Award Level?
East Anglia	2		n/a
London	2	✓ Includes Your Company	n/a
North West	1		n/a
Scotland	1		n/a
South East	1		n/a
South West	1		n/a
West Midlands	2		n/a

3) Which scopes of service do you offer to your client base?



Scope	Average Percentage	* Includes Your Company	Award Level?
CCTV	4.6000		n/a
Close Protection	13.0000		n/a
CVIT	2.8000		n/a
Door Supervision	18.4000		n/a
Keyholding	12.4000		n/a
Security Guarding (Inc Dog Handling)	48.0000	✓ Includes Your Company (100%)	n/a
VI (NI Only)	0.4000		n/a
Other	0.4000		n/a

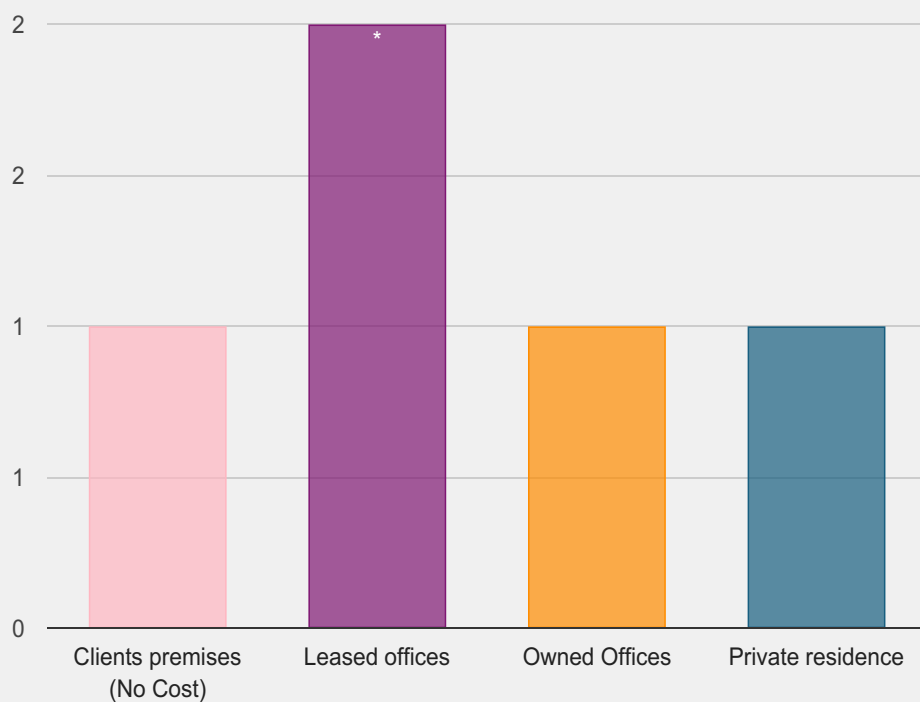
4) What was the annual turnover (Manned Security Services only) on the last set of certified or audited accounts.



Turnover	Number of Companies	* Includes Your Company	Award Level?
£0 - £500K	1		n/a
£2M - £5M	1		n/a
£5M - £10M	1		n/a
£10M - £20M	1	✓ Includes Your Company	n/a
£20M - £50M	1		n/a

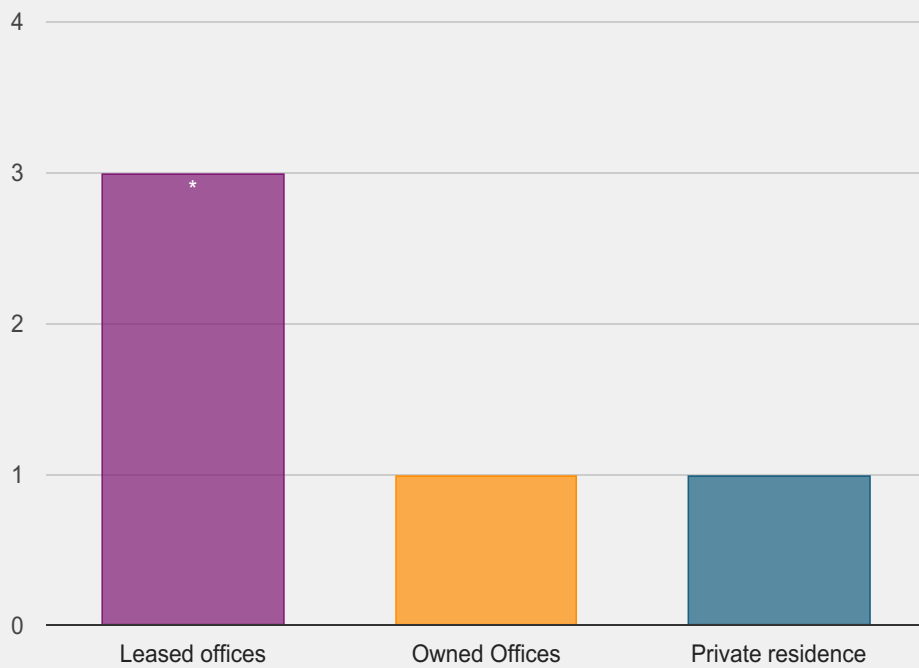
Business Scope (Your Company - 08/09/2017)

5) Where do you operate your business from?



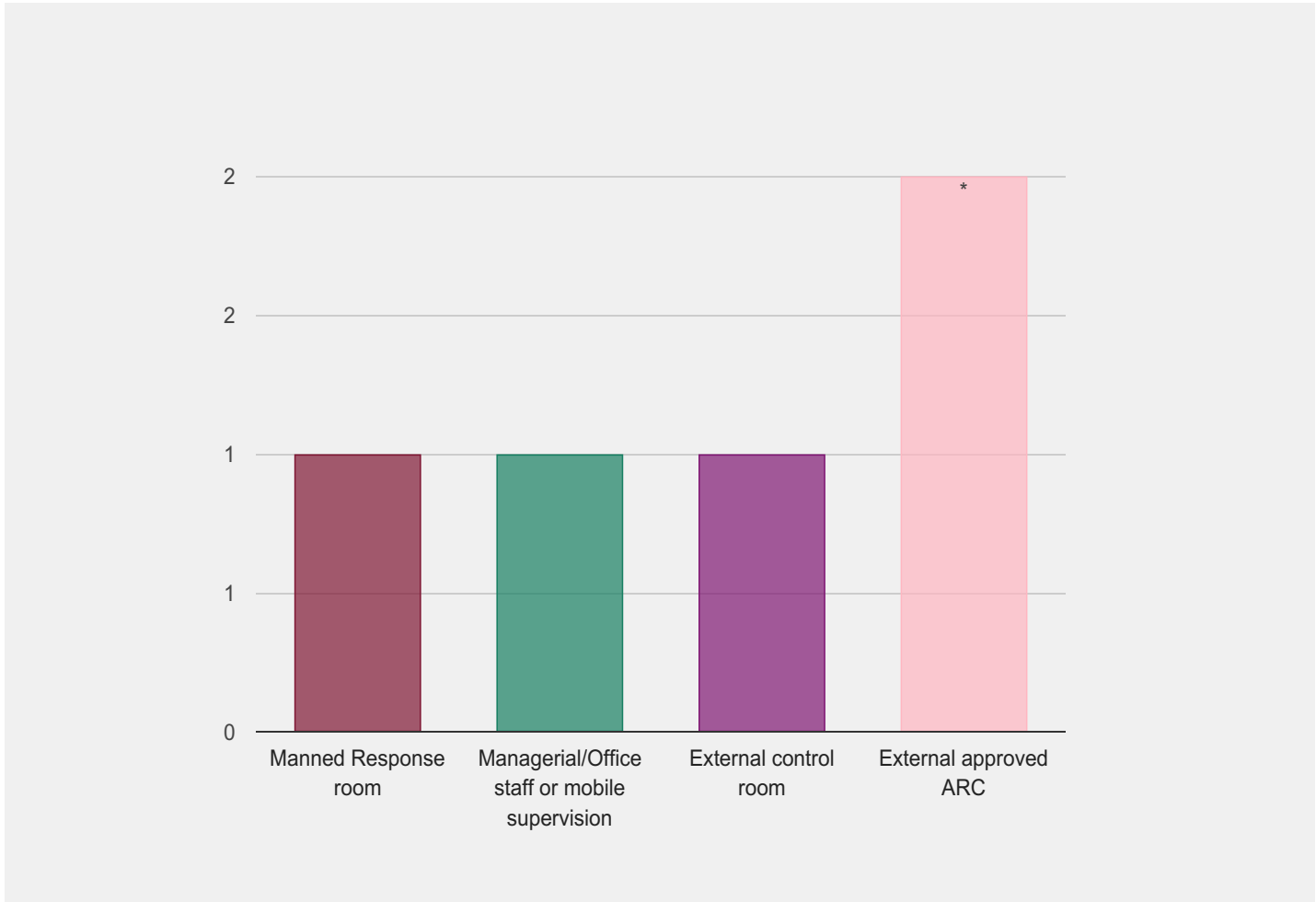
Office Type	Number of Companies	* Includes Your Company	Award Level?
Clients premises (No Cost)	1		n/a
Leased offices	2	✓ Includes Your Company	n/a
Owned Offices	1		n/a
Private residence	1		n/a

6) Where is your business registered?



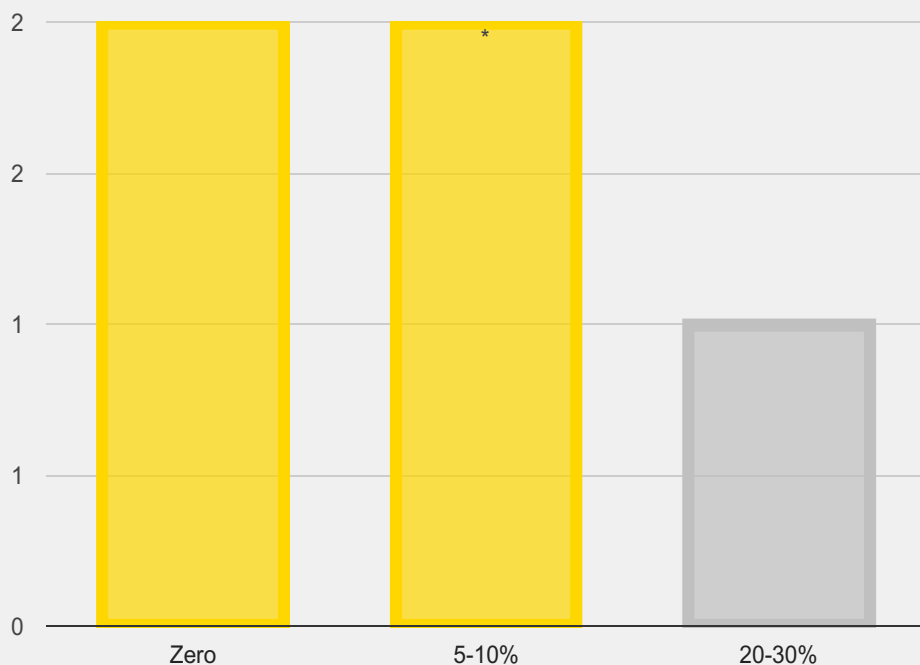
Office Type	Number of Companies	* Includes Your Company	Award Level?
Leased offices	3	✓ Includes Your Company	n/a
Owned Offices	1		n/a
Private residence	1		n/a




7) How do you operate a control room facility including employee support and lone working controls?



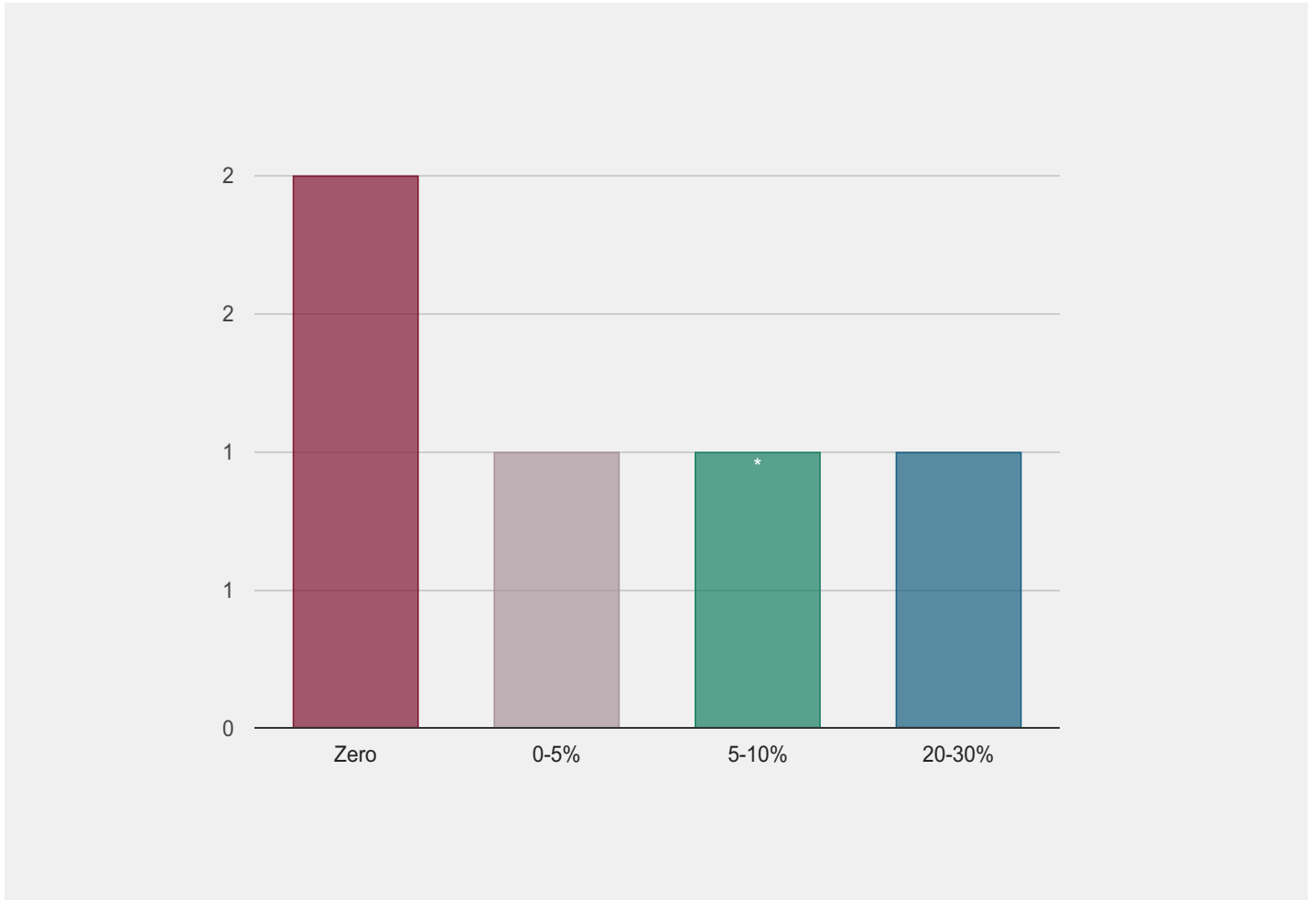
Control Room	Number of Companies	* Includes Your Company	Award Level?
Manned Response room	1		n/a
Managerial/Office staff or mobile supervision	1		n/a
External control room	1		n/a
External approved ARC	2	✓ Includes Your Company	n/a

8) CORE CRITERIA 1 - What percentage of your contractual portfolio is subcontracted to other security providers to manage on your behalf?



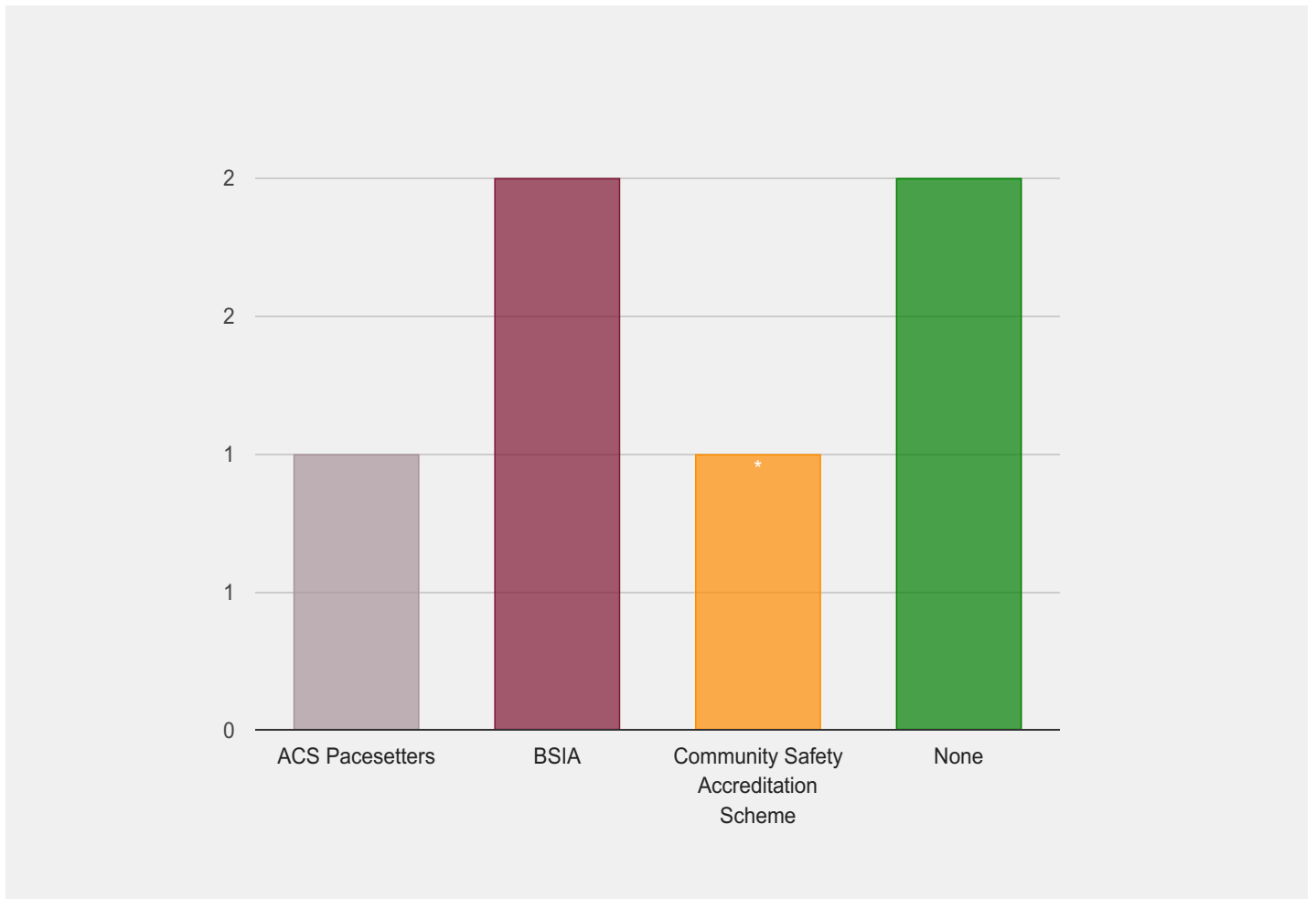
Sub-contracted	Number of Companies	* Includes Your Company	Award Level?
Zero	2		
5-10%	2	✓ Includes Your Company	
20-30%	1		

9) What percentage of your contractual portfolio is conducted with the user of labour providers.



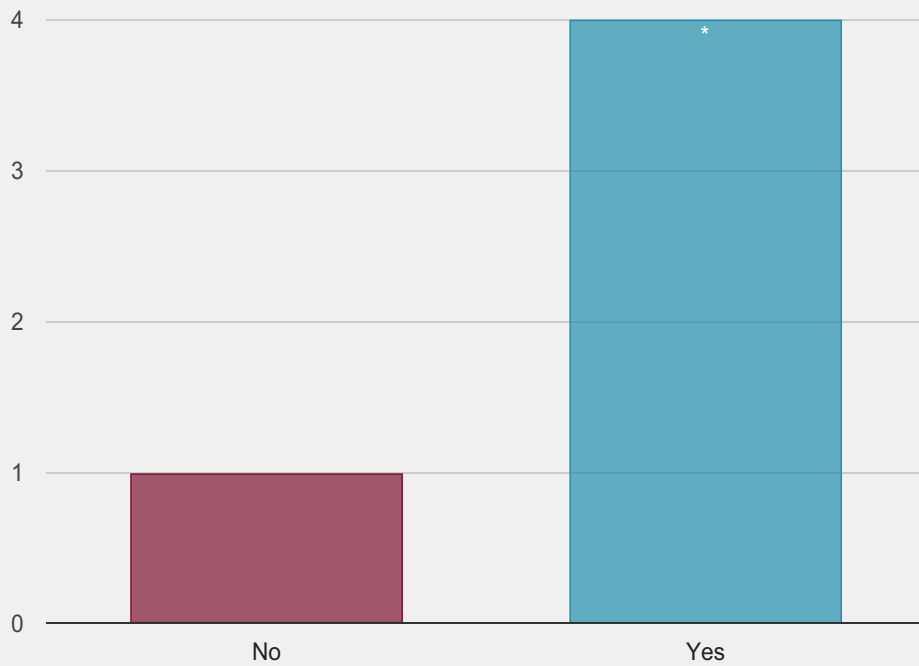
PAYE	Number of Companies	* Includes Your Company	Award Level?
Zero	2		n/a
0-5%	1		n/a
5-10%	1	✓ Includes Your Company	n/a
20-30%	1		n/a

10) What Industry Memberships/Associations do you currently hold?



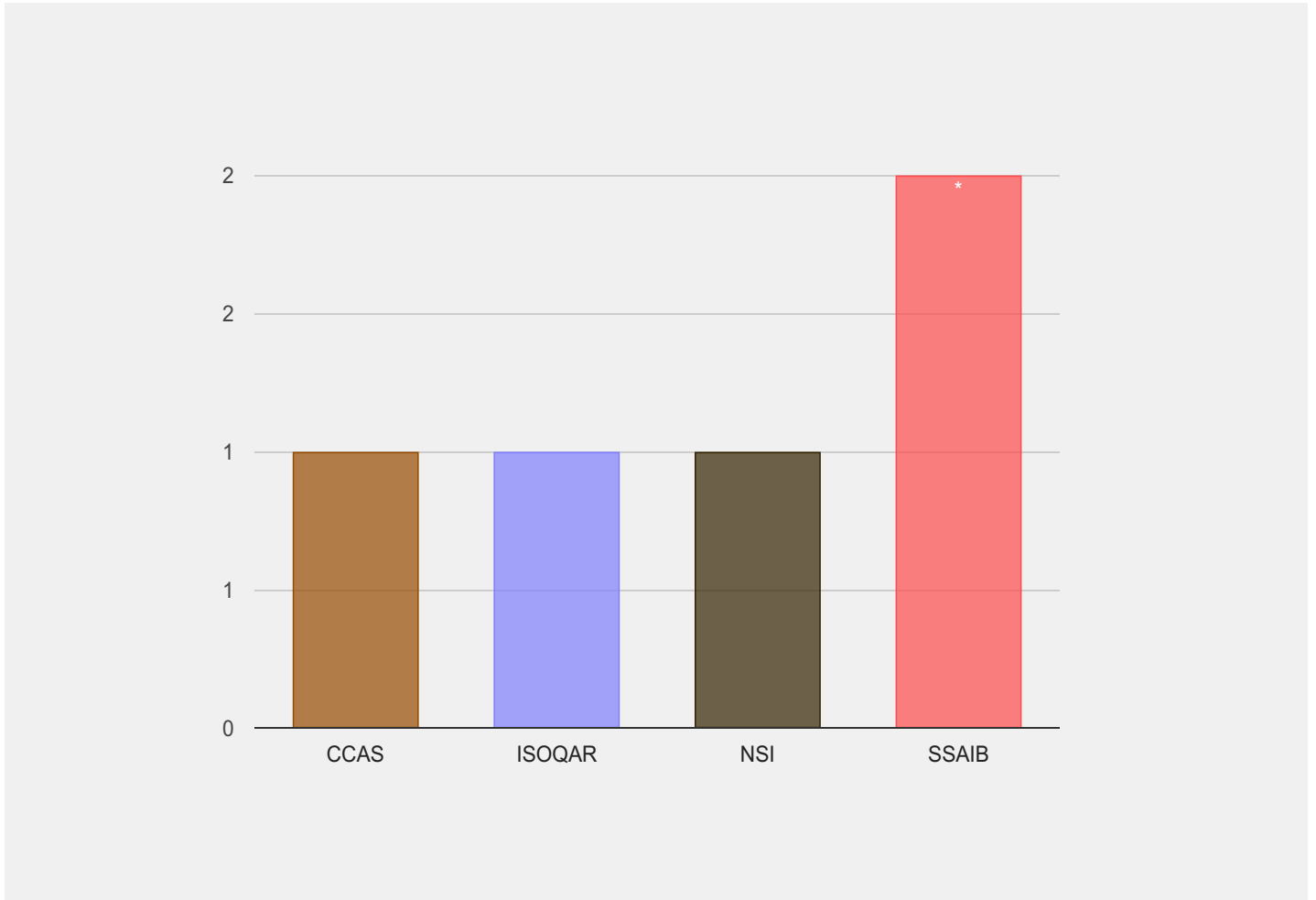
Membership	Number of Companies	* Includes Your Company	Award Level?
ACS Pacesetters	1		n/a
BSIA	2		n/a
Community Safety Accreditation Scheme	1	✓ Includes Your Company	n/a
None	2		n/a

11) If you are a registered ACS company do you use the Licence Dispensation Notice (LDN) facility?



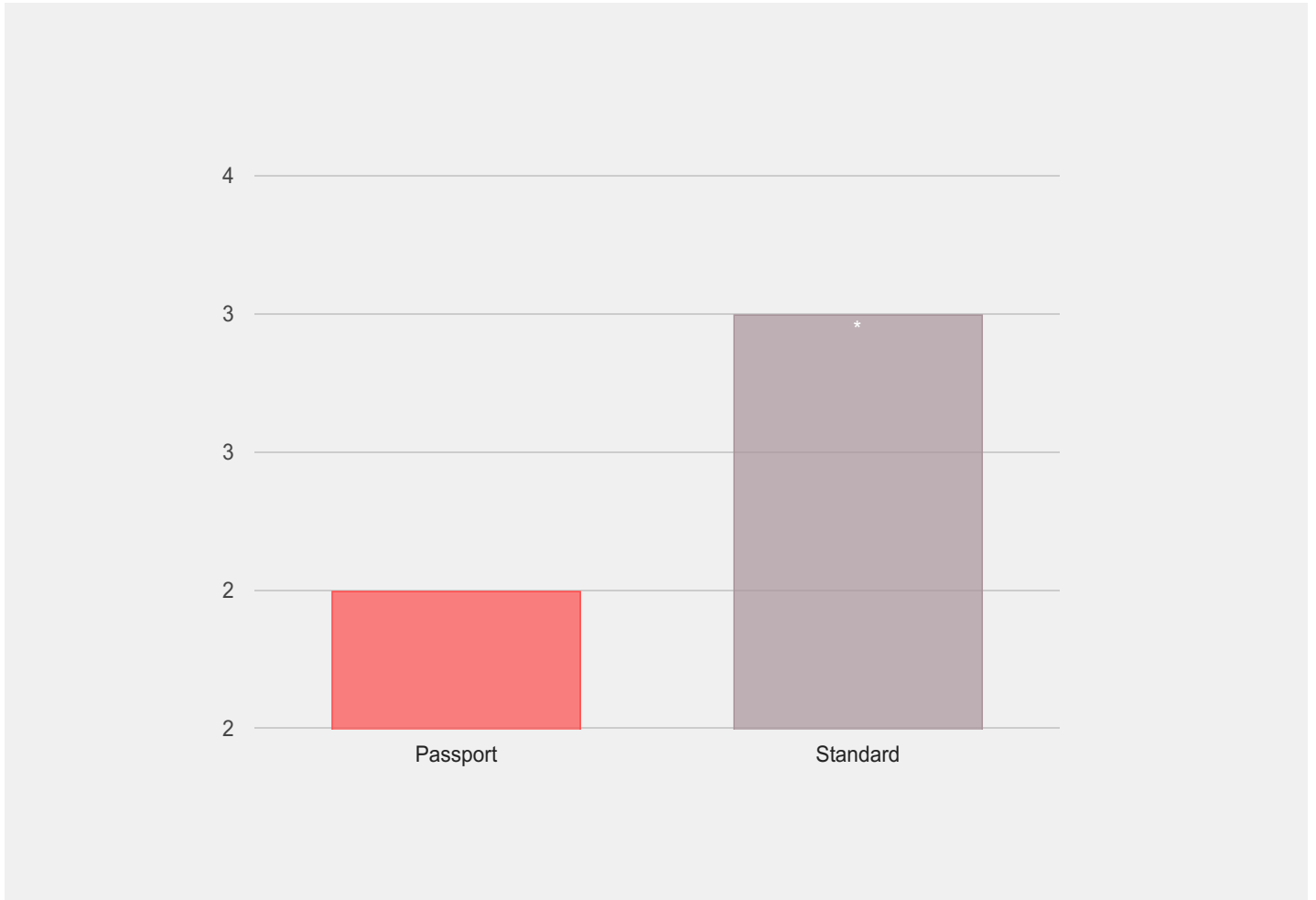
Answer	Number of Companies	* Includes Your Company	Award Level?
No	1		n/a
Yes	4	✓ Includes Your Company	n/a

12) If you are a registered ACS company, which certification body conducts your ACS assessment?



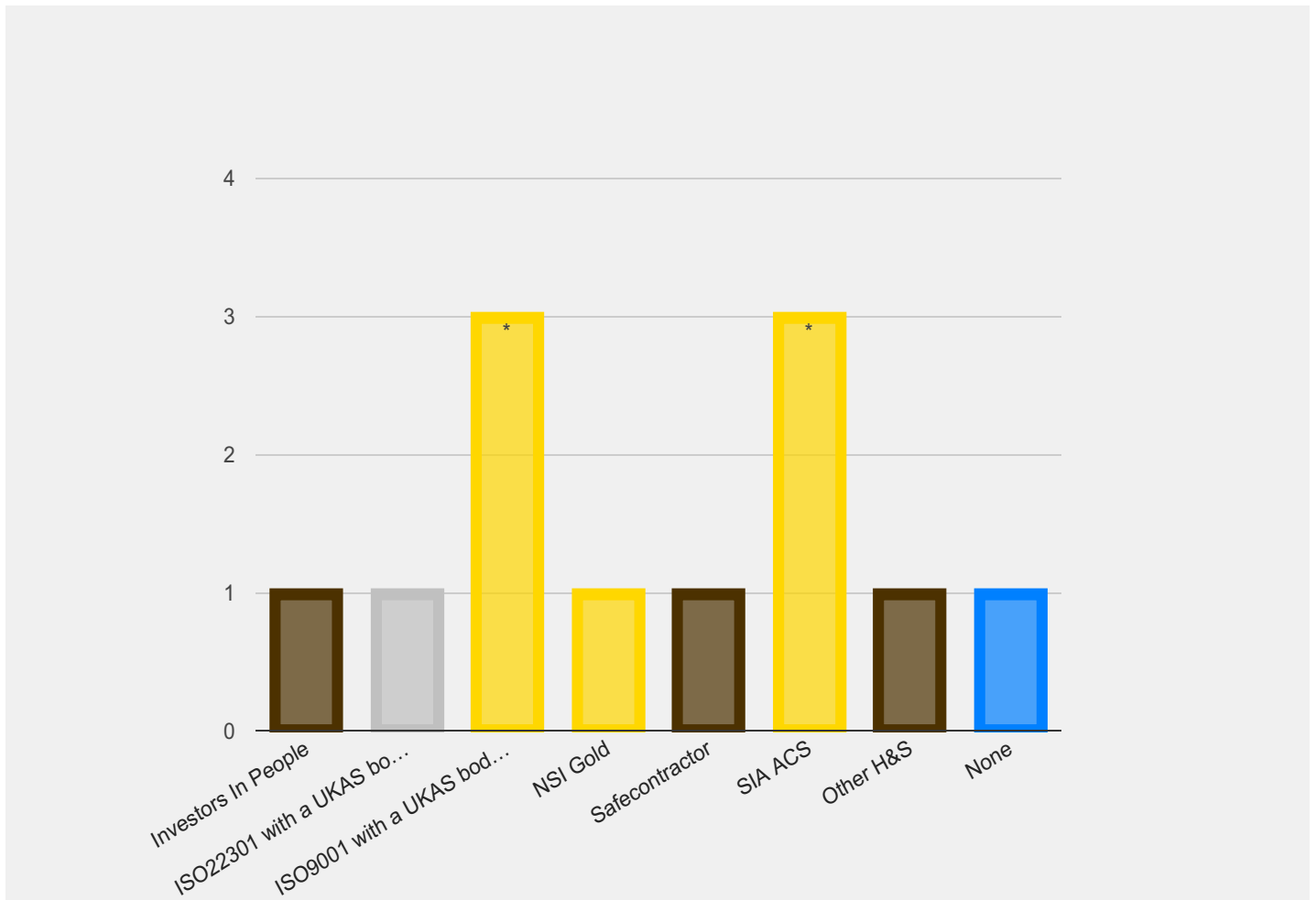
Certification Body	Number of Companies	* Includes Your Company	Award Level?
CCAS	1		n/a
ISOQAR	1		n/a
NSI	1		n/a
SSAIB	2	✓ Includes Your Company	n/a







13) If you are a registered ACS company, which type of ACS assessment do you receive?



Assessment Type	Number of Companies	* Includes Your Company	Award Level?
Passport	2		n/a
Standard	3	✓ Includes Your Company	n/a

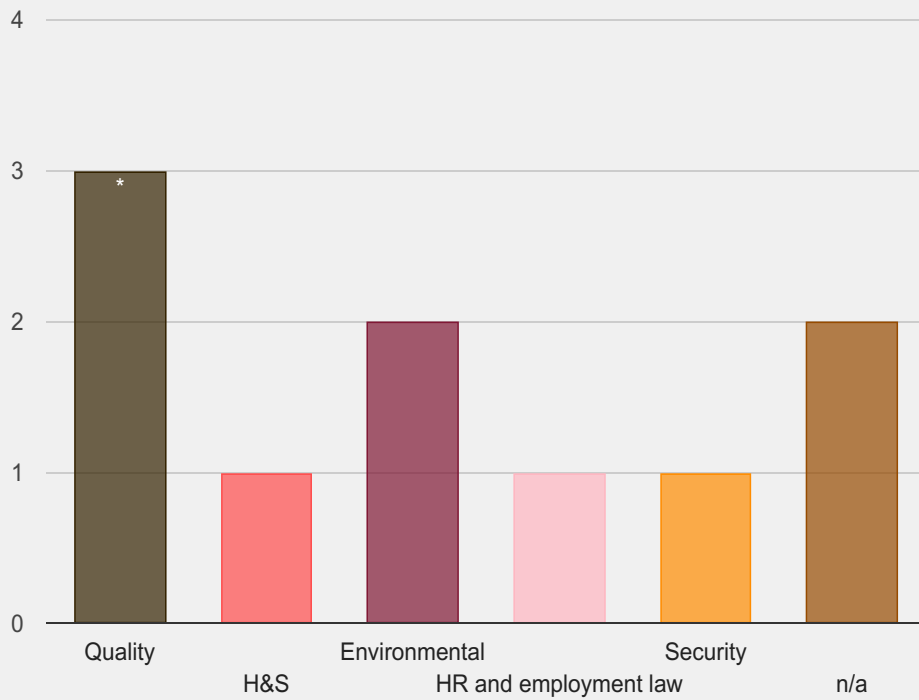
14) CORE CRITERIA 2 - Do you hold any external Accreditations?



Accreditation	Number of Companies	* Includes Your Company	Award Level?
Investors In People	1		
ISO22301 with a UKAS body only	1		
ISO9001 with a UKAS body only	3	✓ Includes Your Company	
NSI Gold	1		
Safecontractor	1		
SIAACS	3	✓ Includes Your Company	

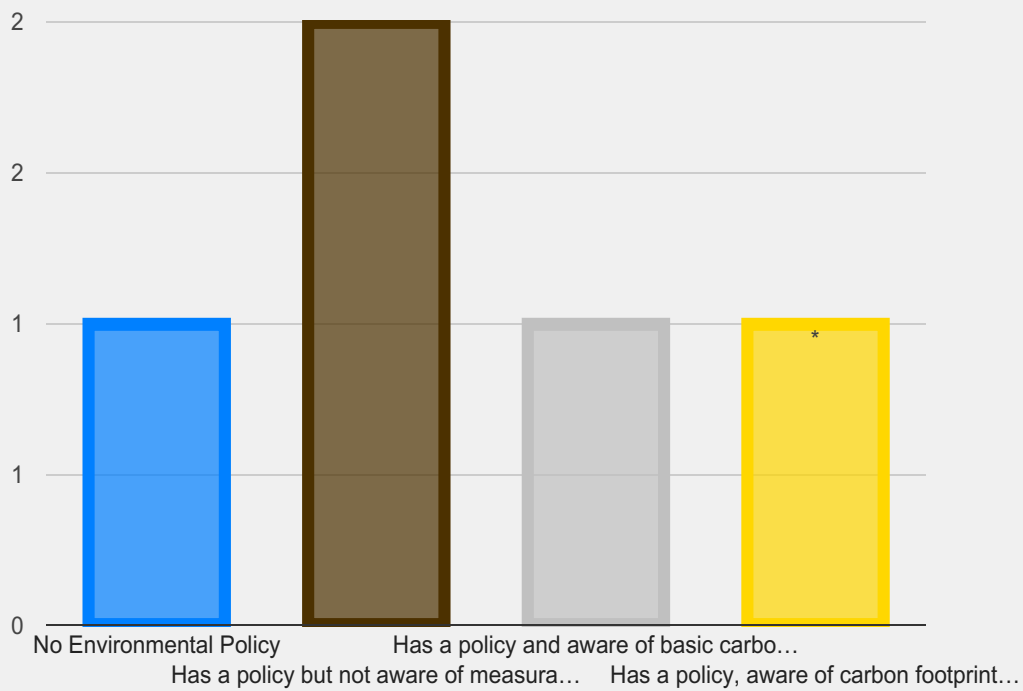
Accreditation	Number of Companies	* Includes Your Company	Award Level?
Other H&S	1		
None	1		






15) Use of external consultancy?



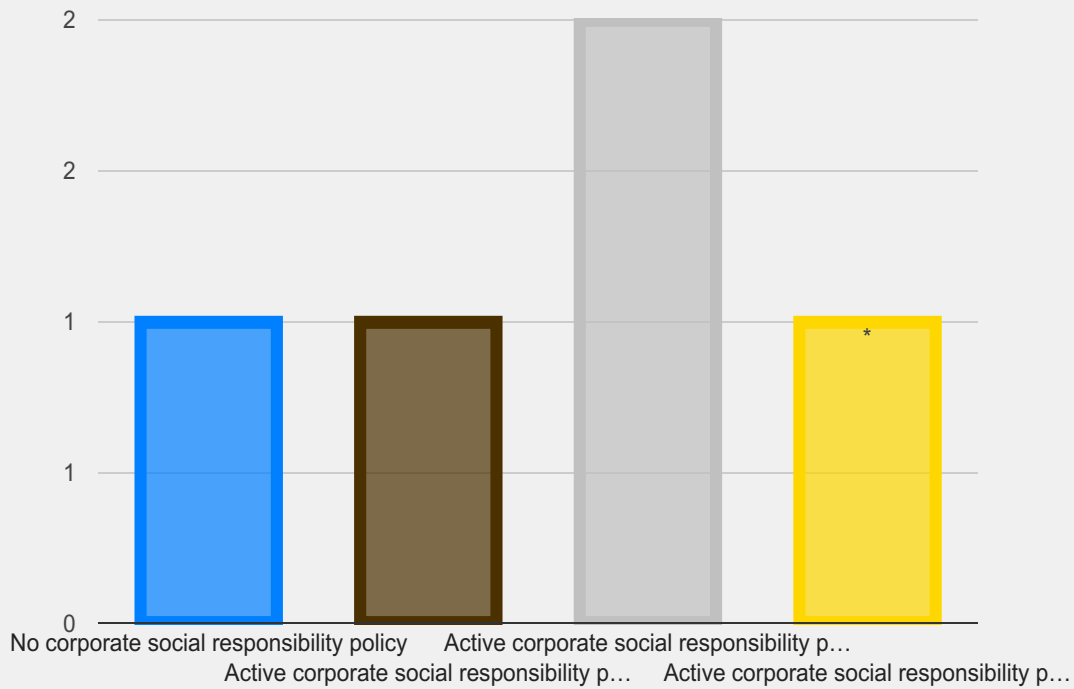
External Consultancy	Number of Companies	* Includes Your Company	Award Level?
Quality	3	✓ Includes Your Company	n/a
H&S	1		n/a
Environmental	2		n/a
HR and employment law	1		n/a
Security	1		n/a
n/a	2		n/a






16) CORE CRITERIA 3 - Environmental?



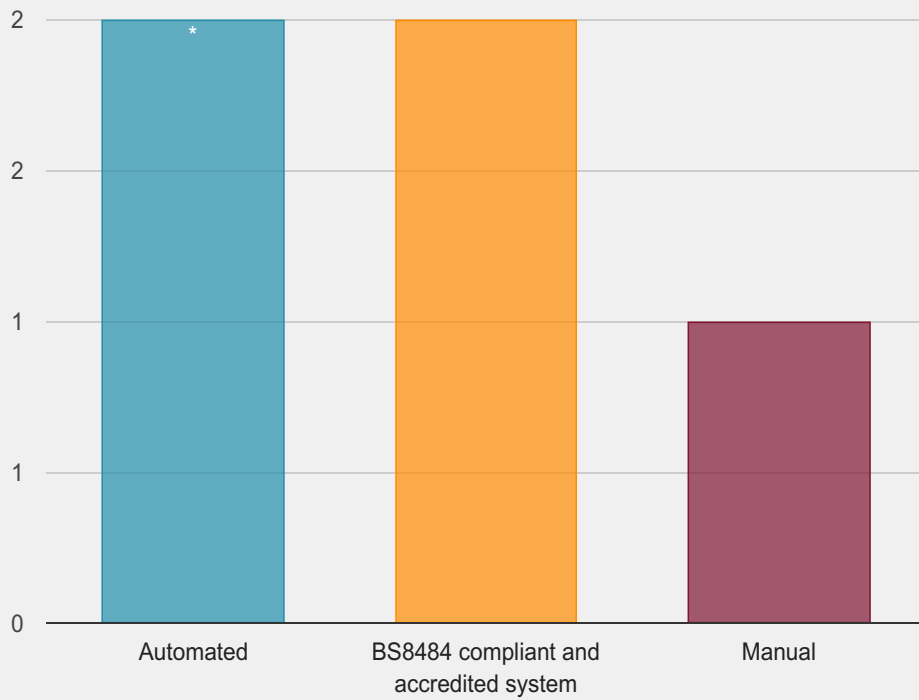
Environmental	Number of Companies	* Includes Your Company	Award Level?
No Environmental Policy	1		
Has a policy but not aware of measurable impact	2		
Has a policy and aware of basic carbon footprint through a tool, accreditation or scheme	1		
Has a policy, aware of carbon footprint and has an external accreditation through a UKAS approved certification body	1	 Includes Your Company	

17) CORE CRITERIA 4 - Contribution to local communities?



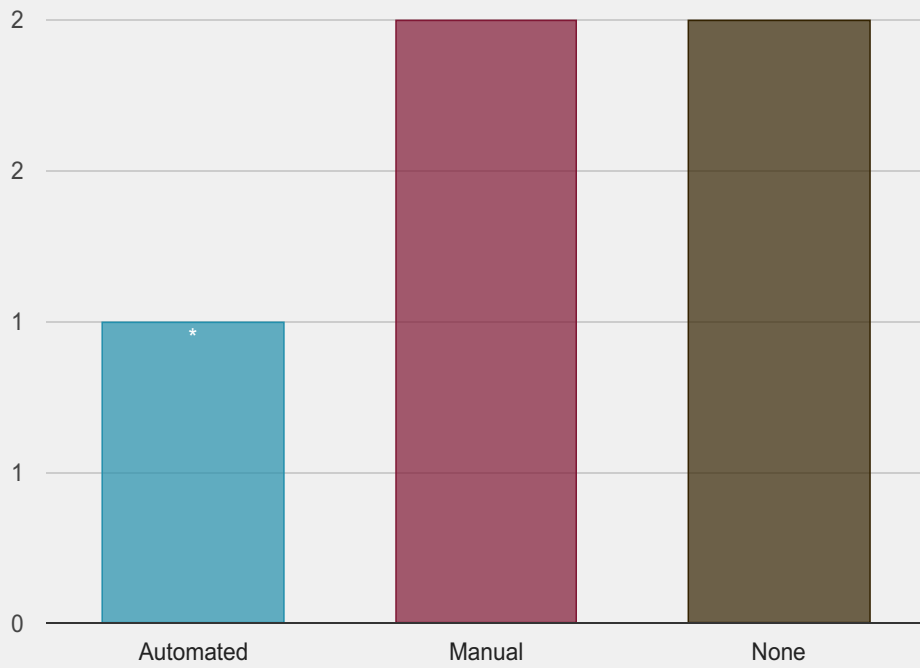
Contribution	Number of Companies	* Includes Your Company	Award Level?
No corporate social responsibility policy	1		
Active corporate social responsibility policy and make charitable donations	1		
Active corporate social responsibility policy,make charitable donations and participate in local initiatives	2		
Active corporate social responsibility policy,make charitable donations and participate in local, police and customer initiatives	1	 Includes Your Company	

18) What lone worker controls are in place?



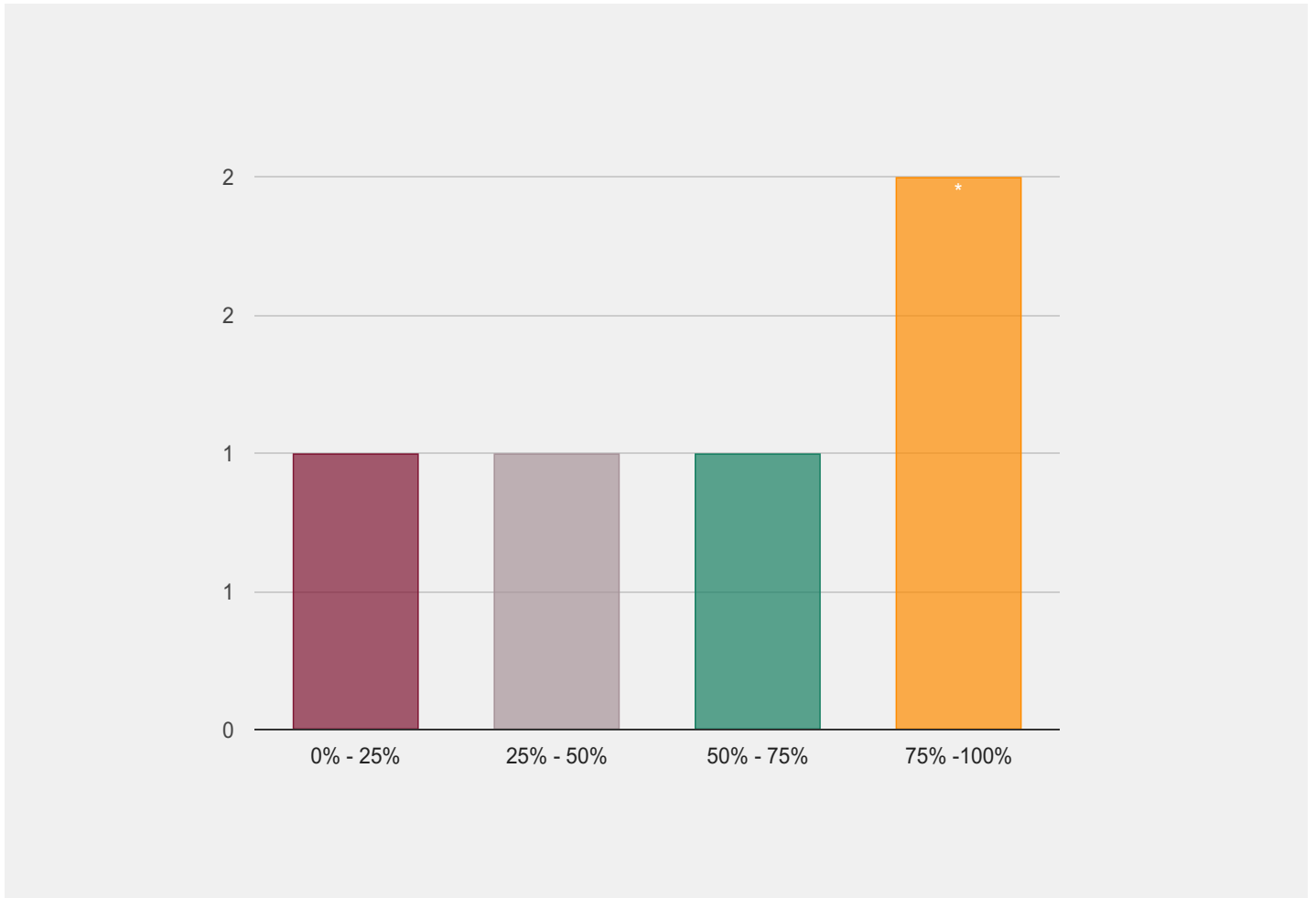
Answer	Number of Companies	* Includes Your Company	Award Level?
Automated	2	✓ Includes Your Company	n/a
BS8484 compliant and accredited system	2		n/a
Manual	1		n/a

19) What rostering controls are in place?



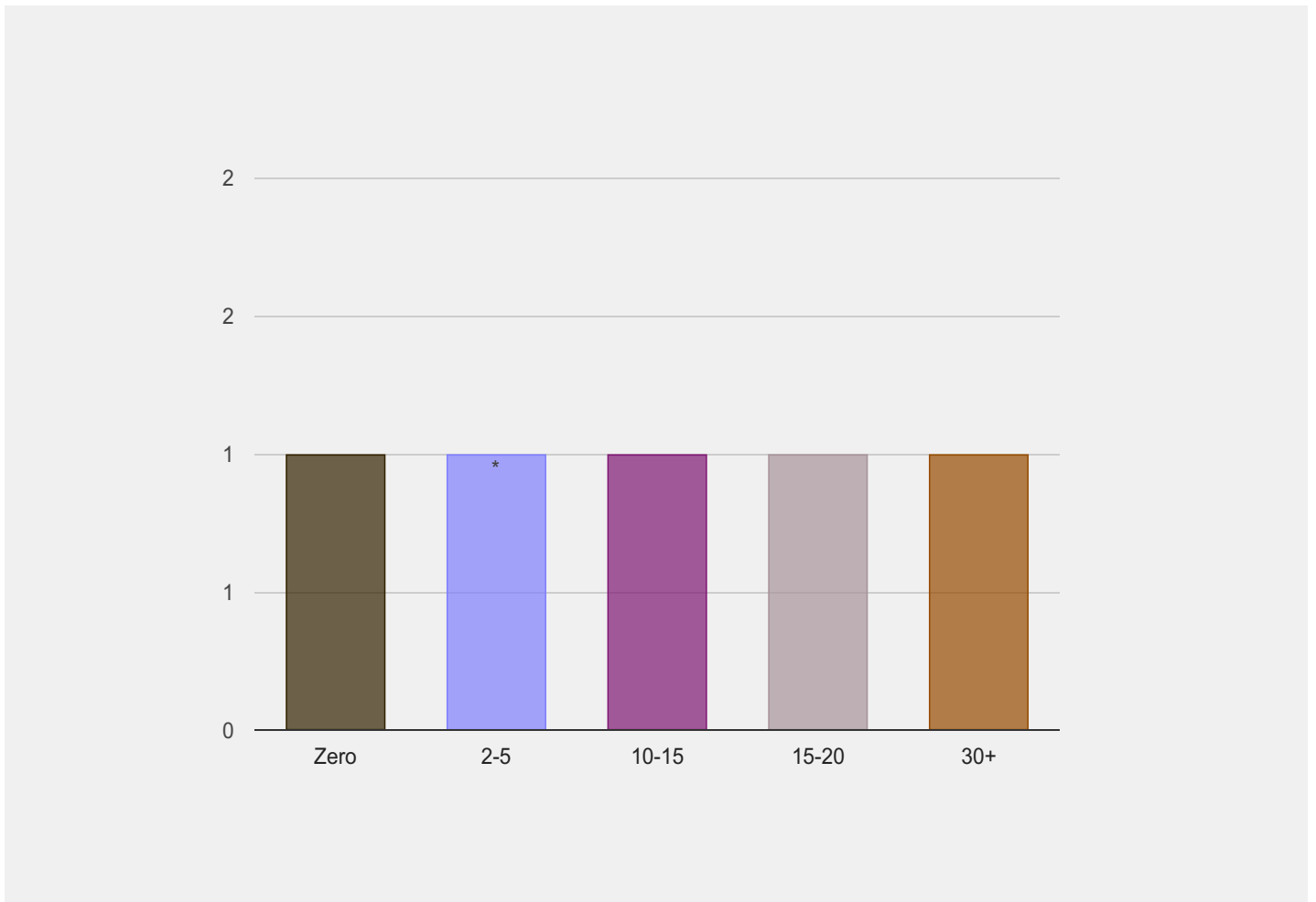
Answer	Number of Companies	* Includes Your Company	Award Level?
Automated	1	✓ Includes Your Company	n/a
Manual	2		n/a
None	2		n/a

20) What percentage of your clients have formally agreed and/or signed terms and conditions of service?



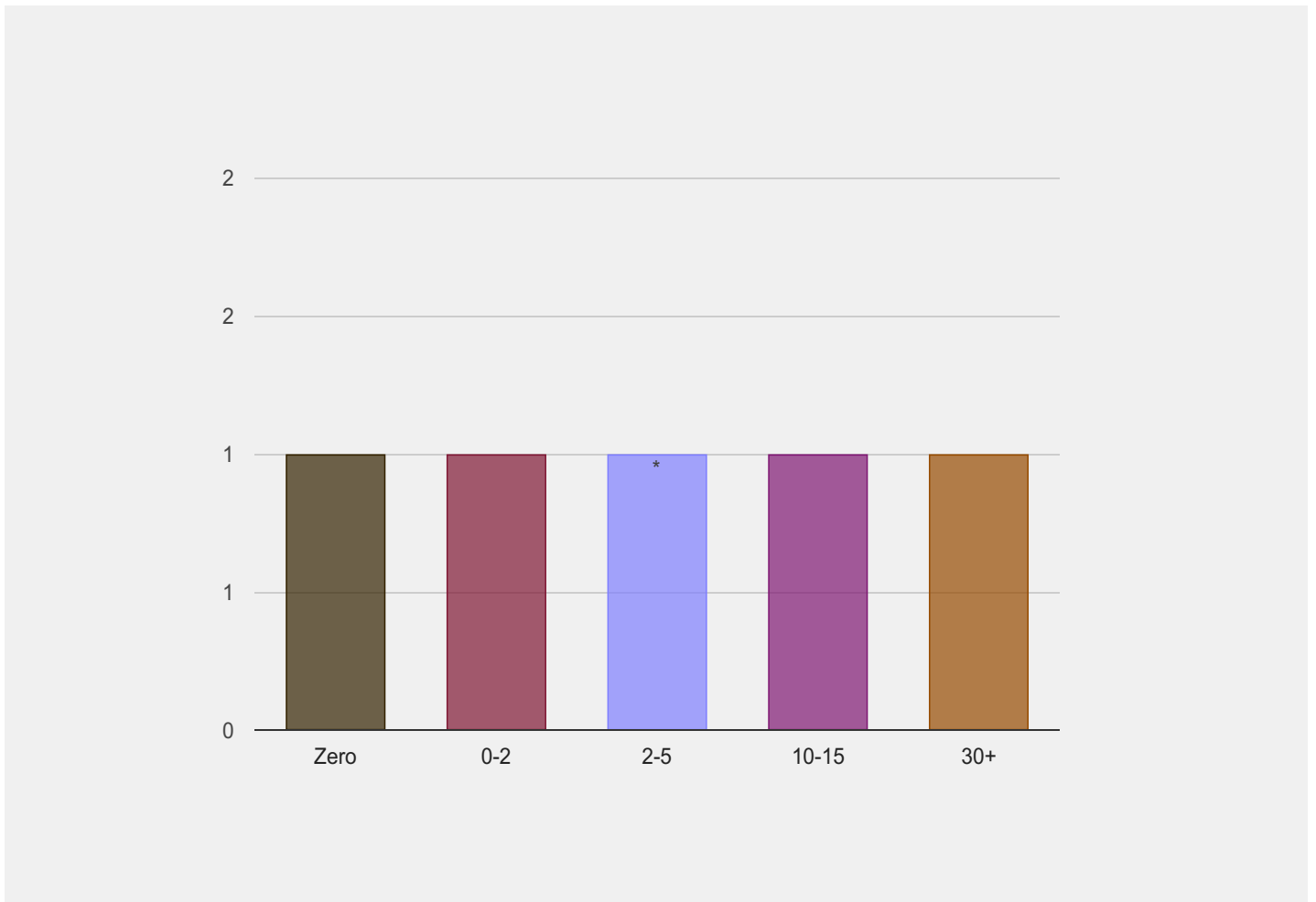
PAYE	Number of Companies	* Includes Your Company	Award Level?
0% - 25%	1		n/a
25% - 50%	1		n/a
50% - 75%	1		n/a
75% - 100%	2	✓ Includes Your Company	n/a

21) How many formal complaints have you received within the last 12 months?



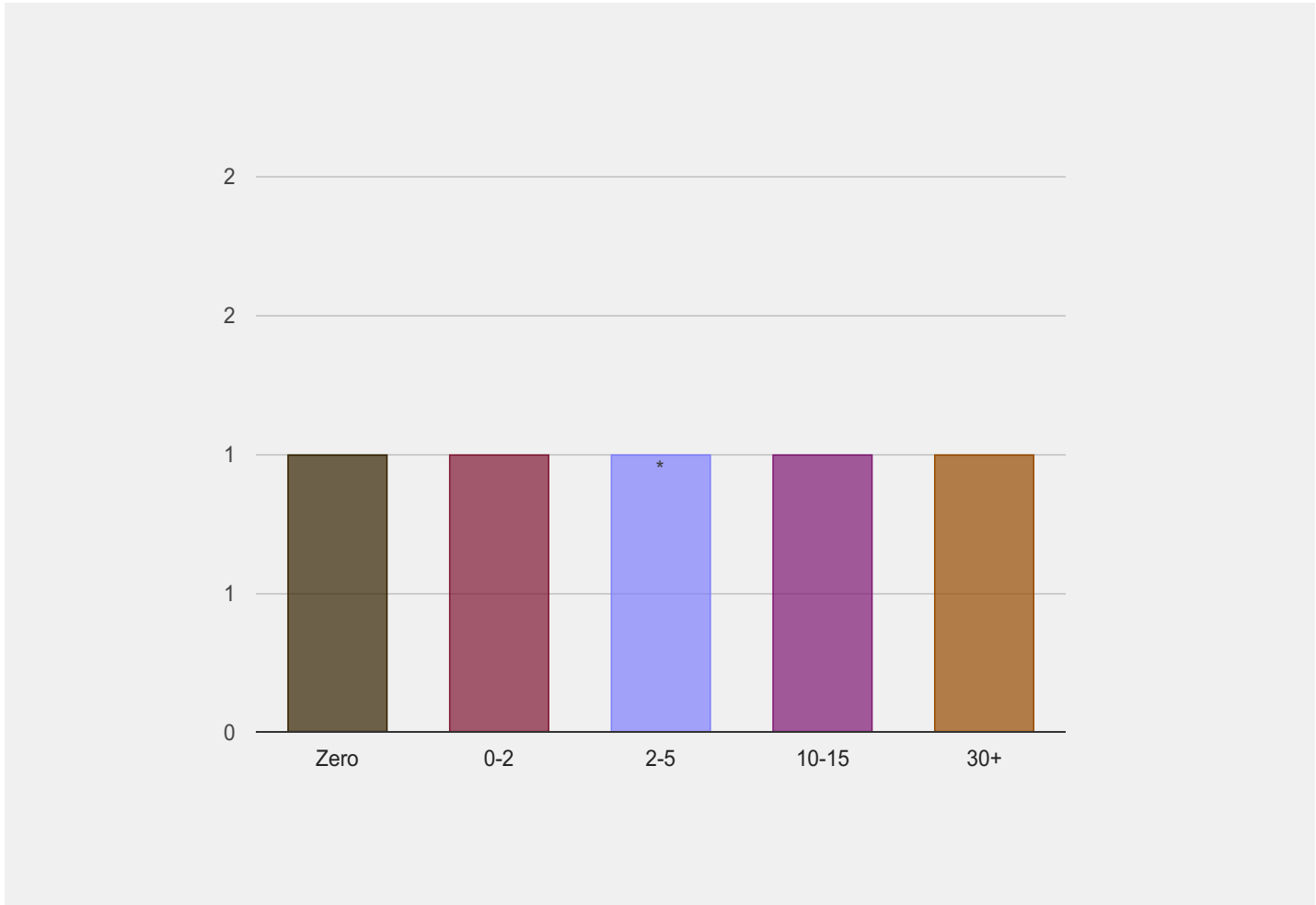
How Many	Number of Companies	* Includes Your Company	Award Level?
Zero	1		n/a
2-5	1	✓ Includes Your Company	n/a
10-15	1		n/a
15-20	1		n/a
30+	1		n/a

22) How many accidents (RIDDOR) have been recorded within the last 12 months?



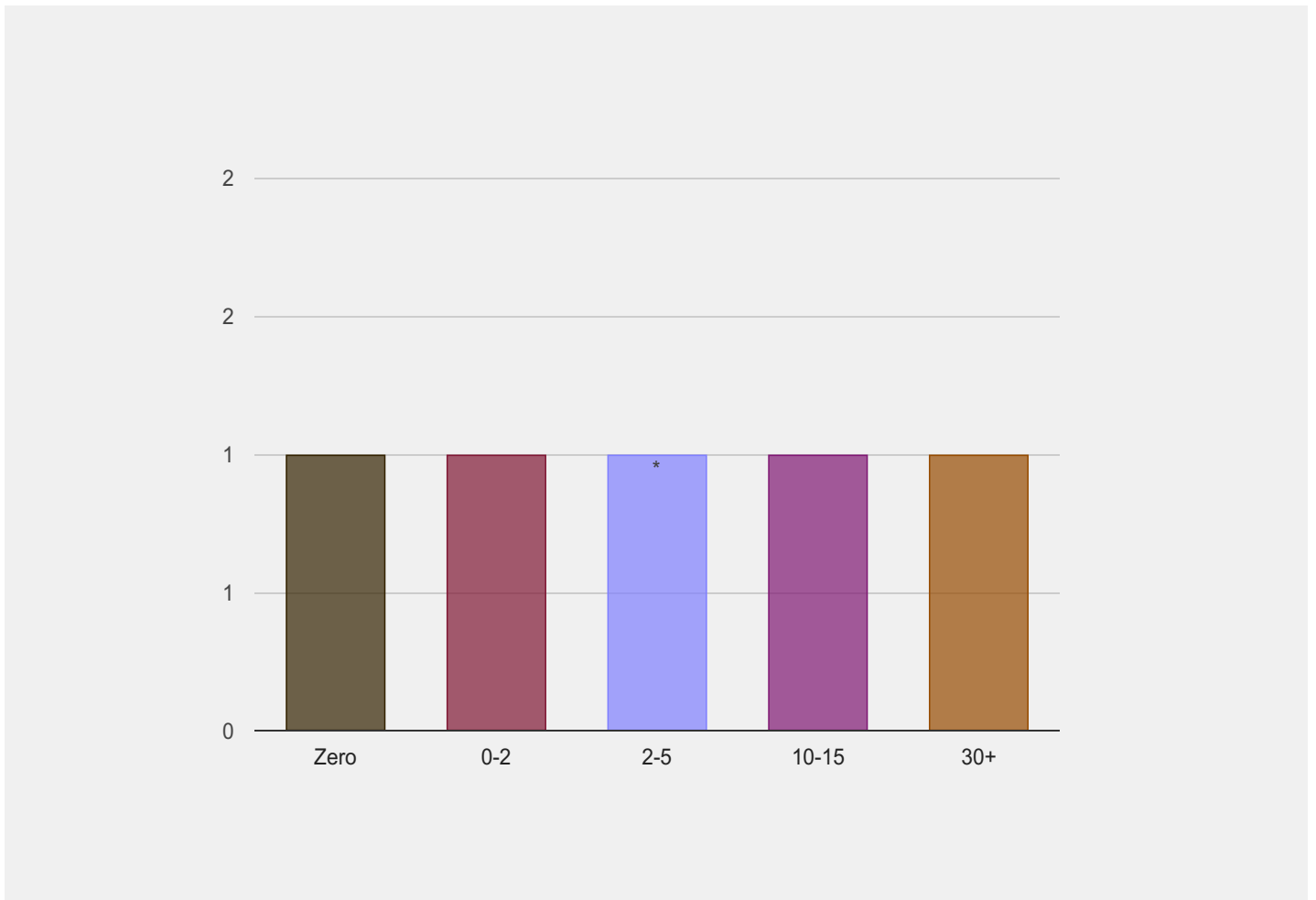
How Many	Number of Companies	* Includes Your Company	Award Level?
Zero	1		n/a
0-2	1		n/a
2-5	1	✓ Includes Your Company	n/a
10-15	1		n/a
30+	1		n/a

23) How many grievances have been recorded within the last 12 months?



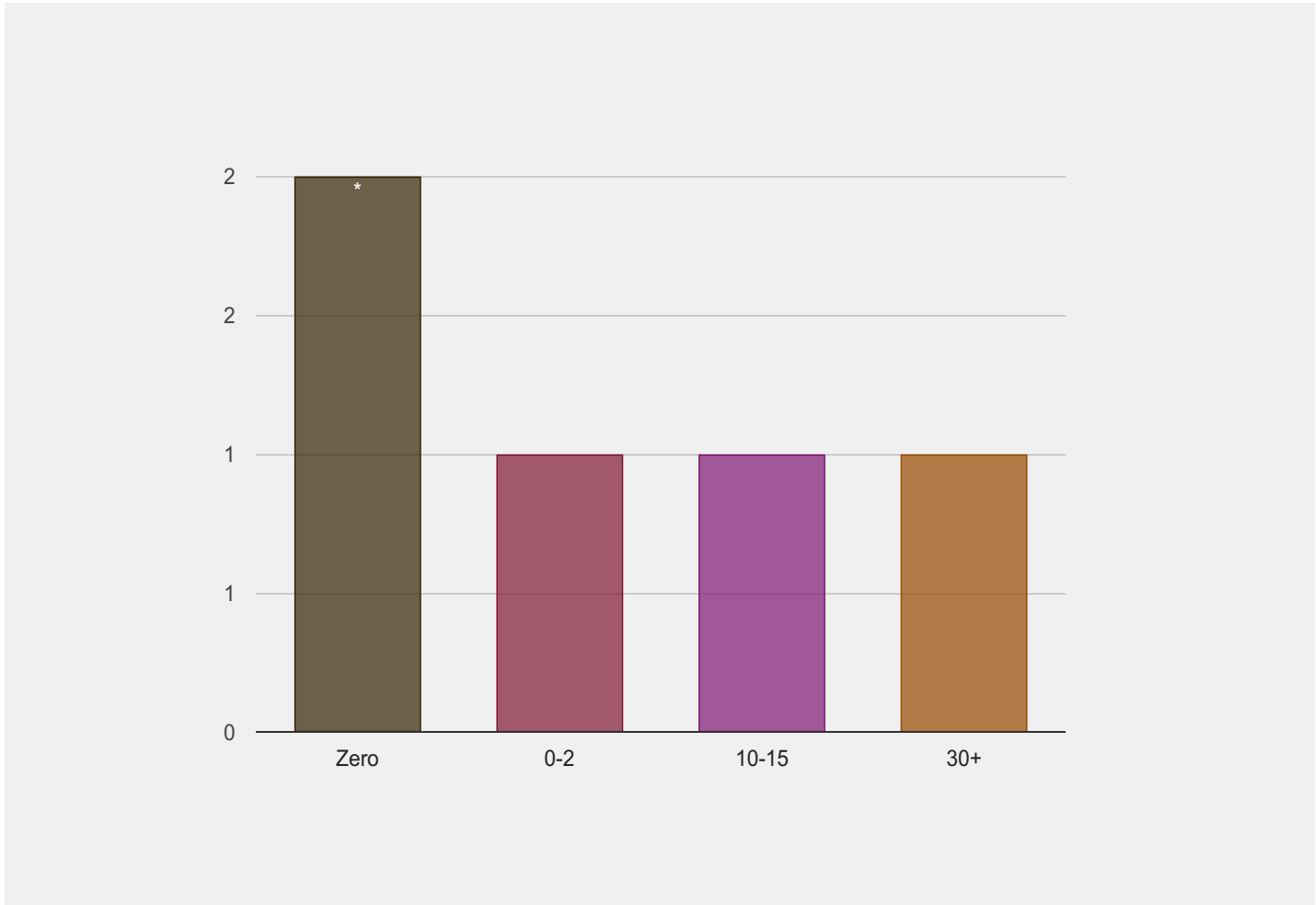
How Many	Number of Companies	* Includes Your Company	Award Level?
Zero	1		n/a
0-2	1		n/a
2-5	1	✓ Includes Your Company	n/a
10-15	1		n/a
30+	1		n/a

24) How many disciplinary meetings have been conducted within the last 12 months?



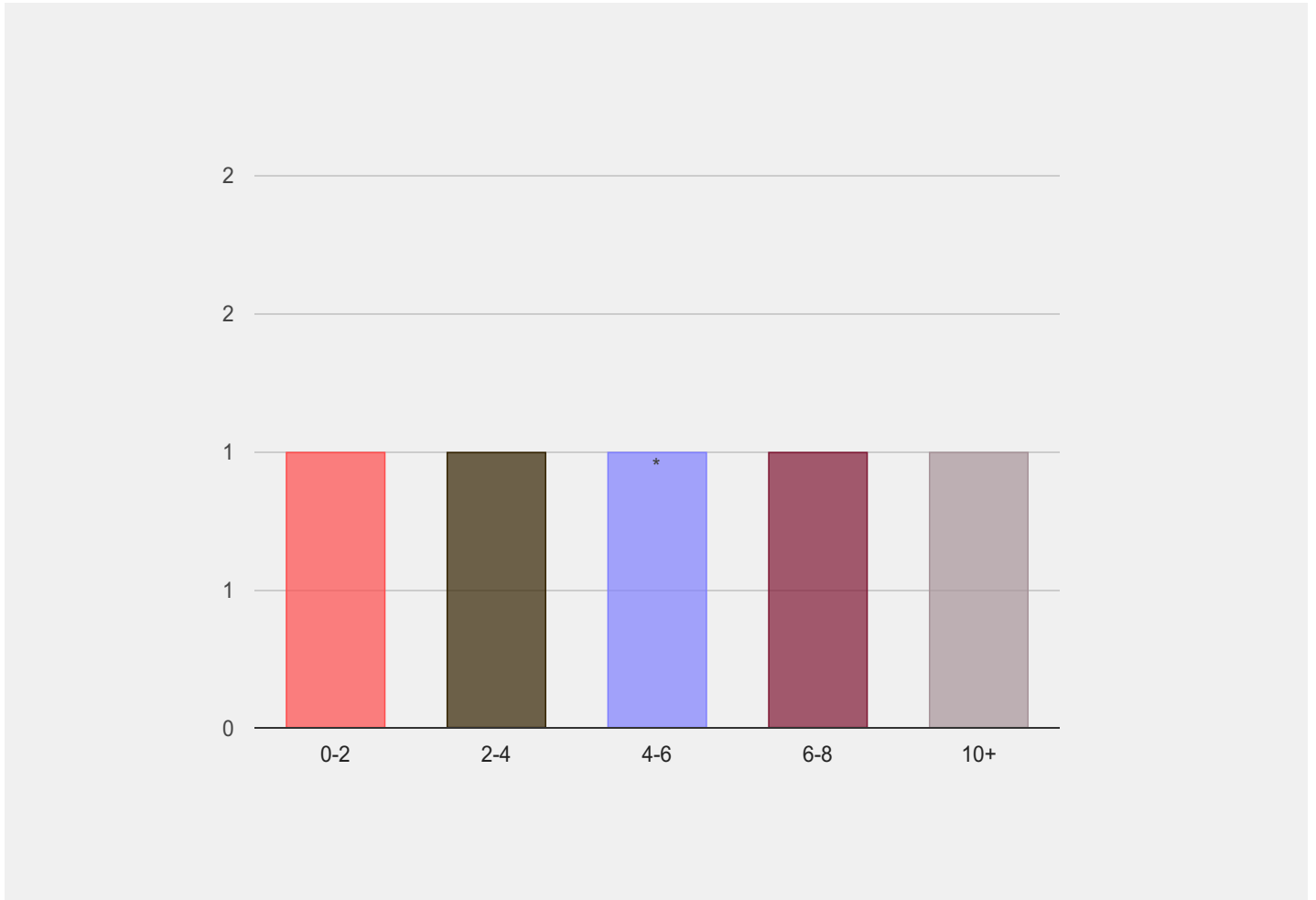
How Many	Number of Companies	* Includes Your Company	Award Level?
Zero	1		n/a
0-2	1		n/a
2-5	1	✓ Includes Your Company	n/a
10-15	1		n/a
30+	1		n/a

25) How many tribunals have been conducted within the last 12 months?



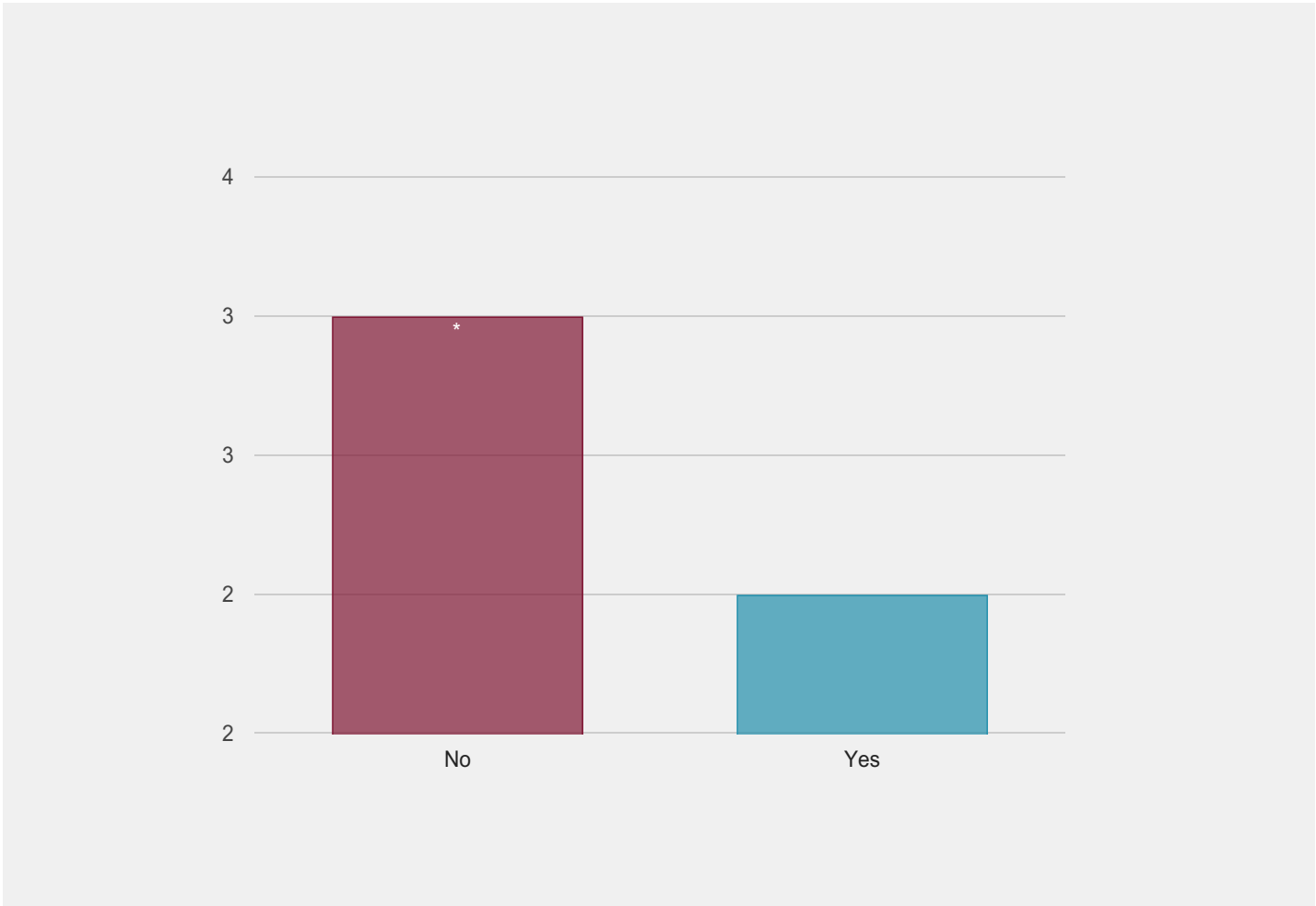
How Many	Number of Companies	* Includes Your Company	Award Level?
Zero	2	✓ Includes Your Company	n/a
0-2	1		n/a
10-15	1		n/a
30+	1		n/a

26) How many external accreditation non-conformances have been raised within the last 12 months?



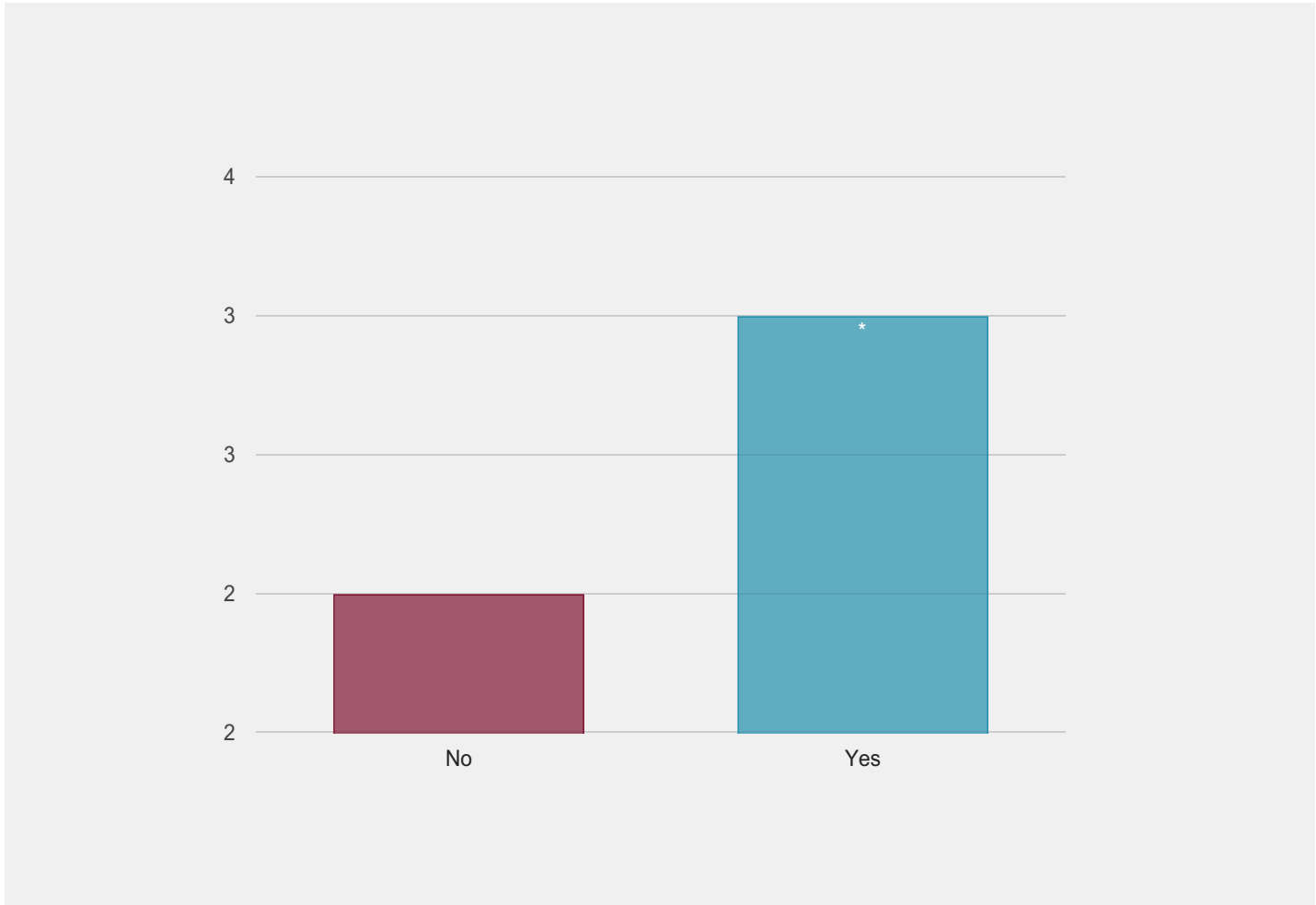
How Many	Number of Companies	* Includes Your Company	Award Level?
0-2	1		n/a
2-4	1		n/a
4-6	1	✓ Includes Your Company	n/a
6-8	1		n/a
10+	1		n/a

27) Have you had and security related insurance claims within the last 3 years?



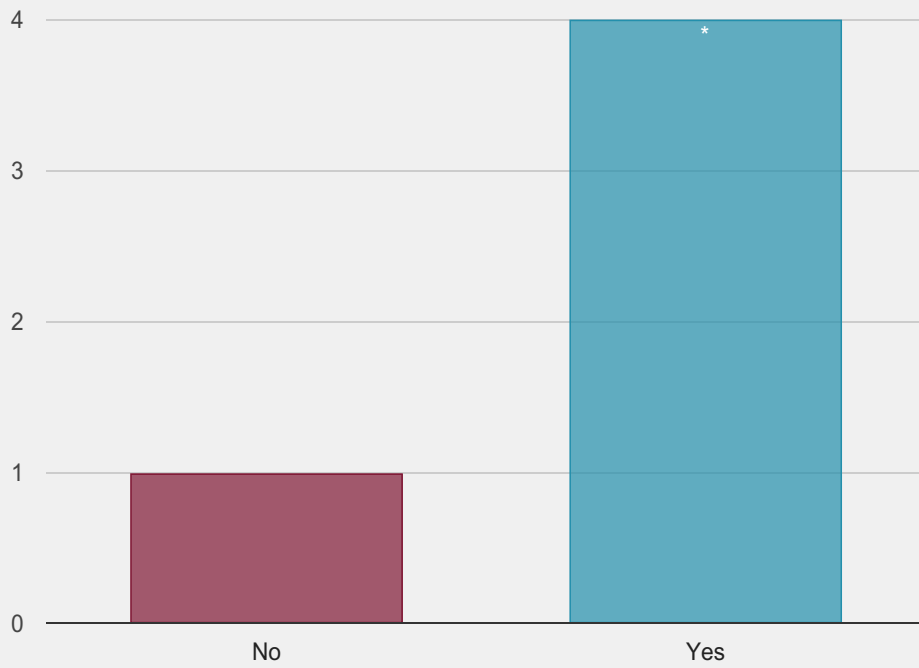
Answer	Number of Companies	* Includes Your Company	Award Level?
No	3	✓ Includes Your Company	n/a
Yes	2		n/a

28) Do you use a sales and business development package?



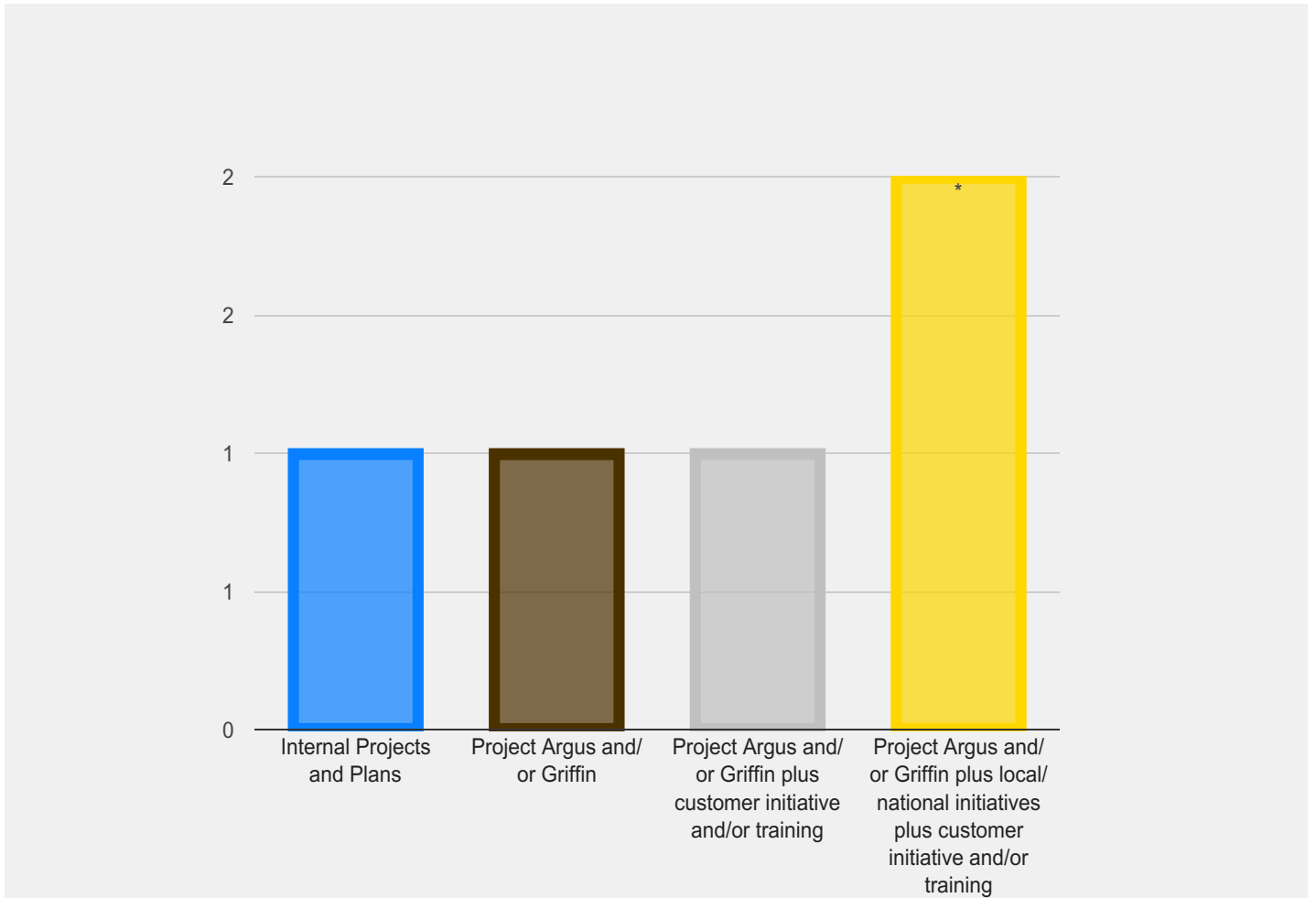
Answer	Number of Companies	* Includes Your Company	Award Level?
No	2		n/a
Yes	3	✓ Includes Your Company	n/a


29) Do you record reduction in crime statistics?



Answer	Number of Companies	* Includes Your Company	Award Level?
No	1		n/a
Yes	4	✓ Includes Your Company	n/a

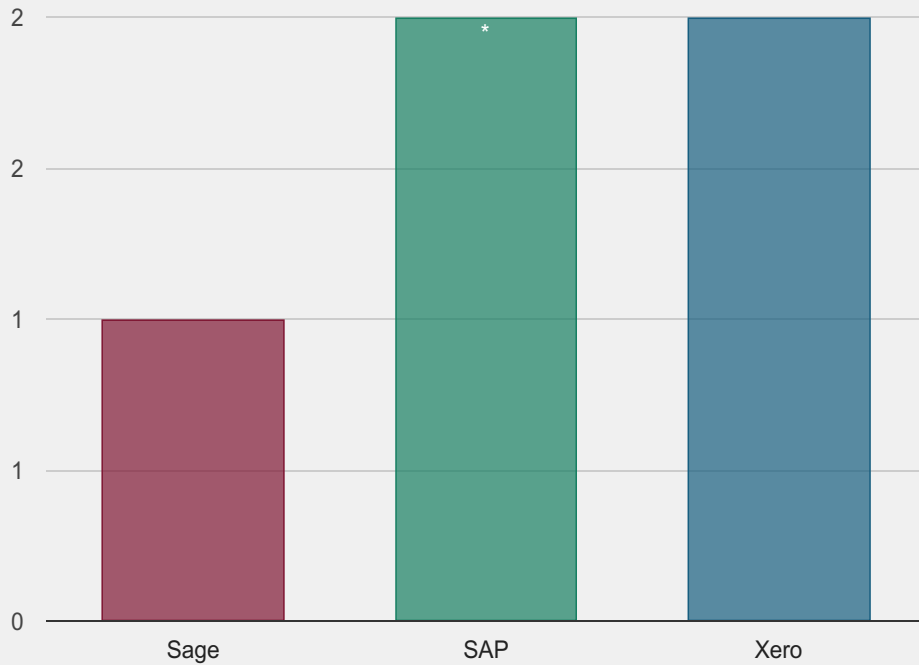
30) CORE CRITERIA 5 - What anti terrorism initiatives has the company engaged within the last 12 months?



Terrorism	Number of Companies	* Includes Your Company	Award Level?
Internal Projects and Plans	1		
Project Argus and/or Griffin	1		
Project Argus and/or Griffin plus customer initiative and/or training	1		
Project Argus and/or Griffin plus local/national initiatives plus customer initiative and/or training	2	<input checked="" type="checkbox"/> Includes Your Company	

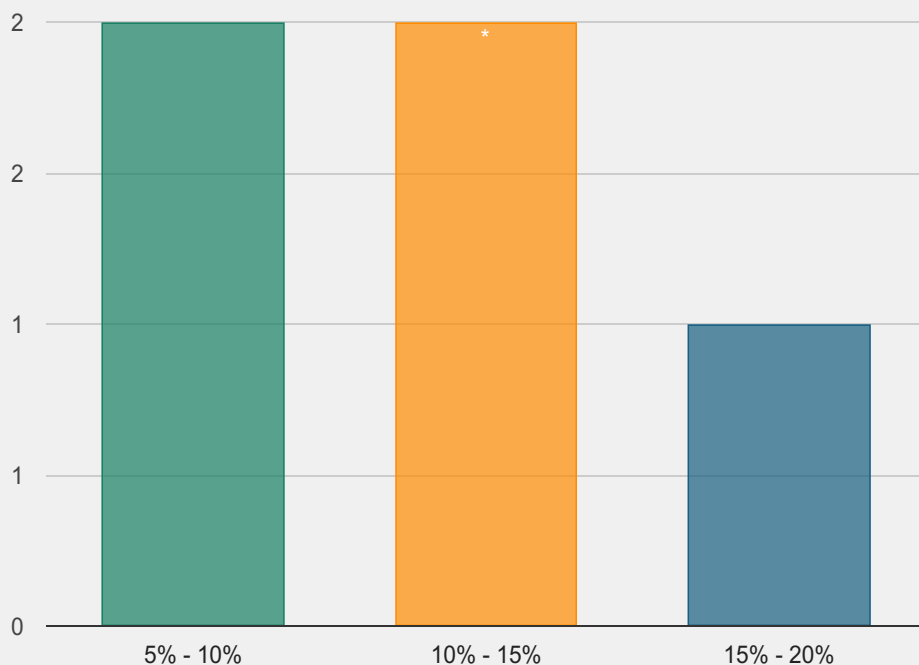
Fiscal Profile (Your Company - 08/09/2017)

31) What accounts package is used by the business?



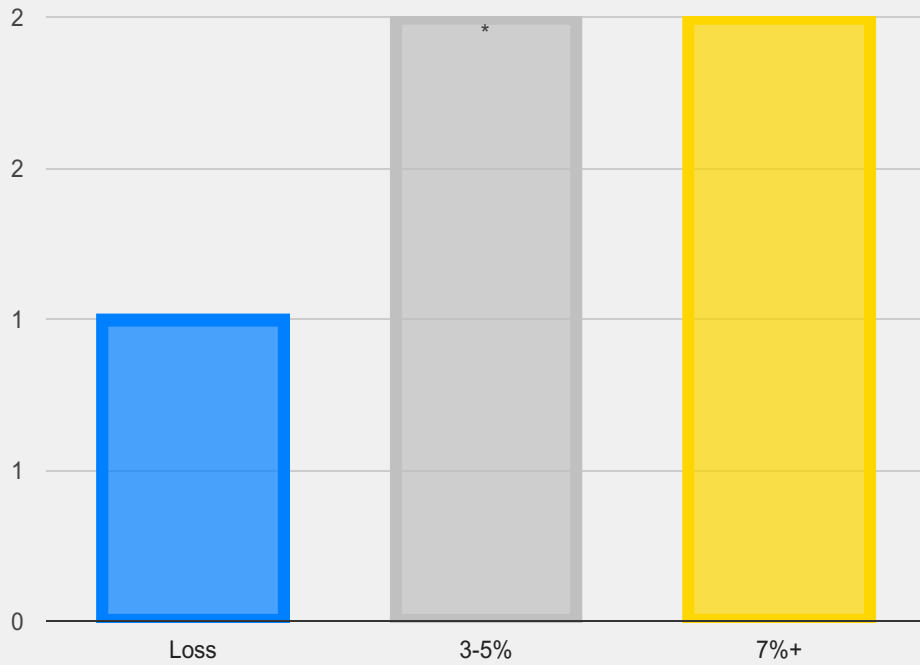
Accounting Package	Number of Companies	* Includes Your Company	Award Level?
Sage	1		n/a
SAP	2	✓ Includes Your Company	n/a
Xero	2		n/a

32) What was your total gross profit margin (security manned services only) on the last set of accounts filed to Companies House?



PAYE	Number of Companies	* Includes Your Company	Award Level?
5% - 10%	2		n/a
10% - 15%	2	✓ Includes Your Company	n/a
15% - 20%	1		n/a

33) CORE CRITERIA 6 - What was your total net profit margin (security manned services only) on the last set of accounts filed to Companies House?



Profit Number of Companies * Includes Your Company Award Level?

Loss 1



3-5% 2

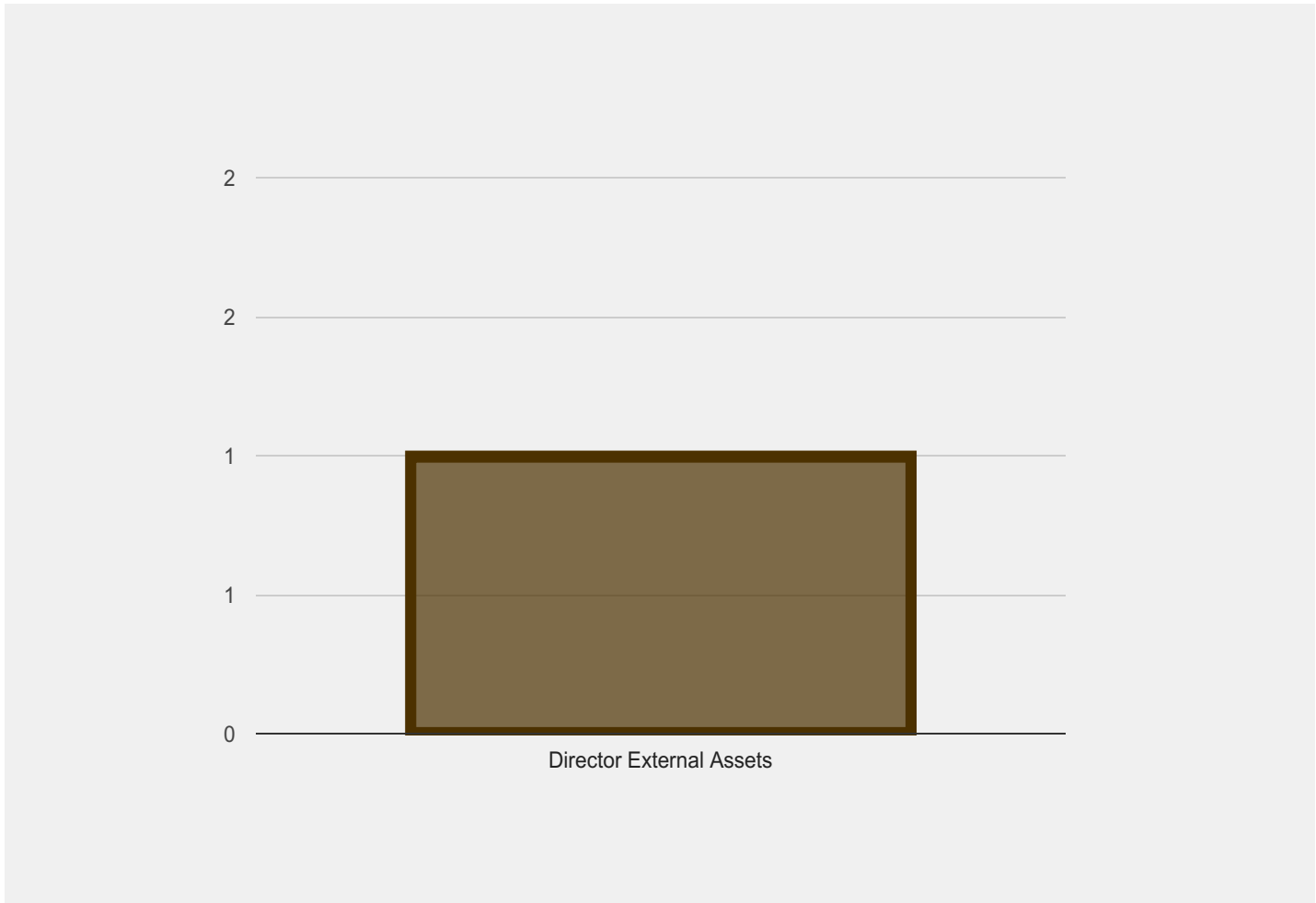
✓ Includes Your Company



7%+ 2



34) CORE CRITERIA 7 - What is the main financial contingency of the business to assist with cash flow, business development and/or business continuity?

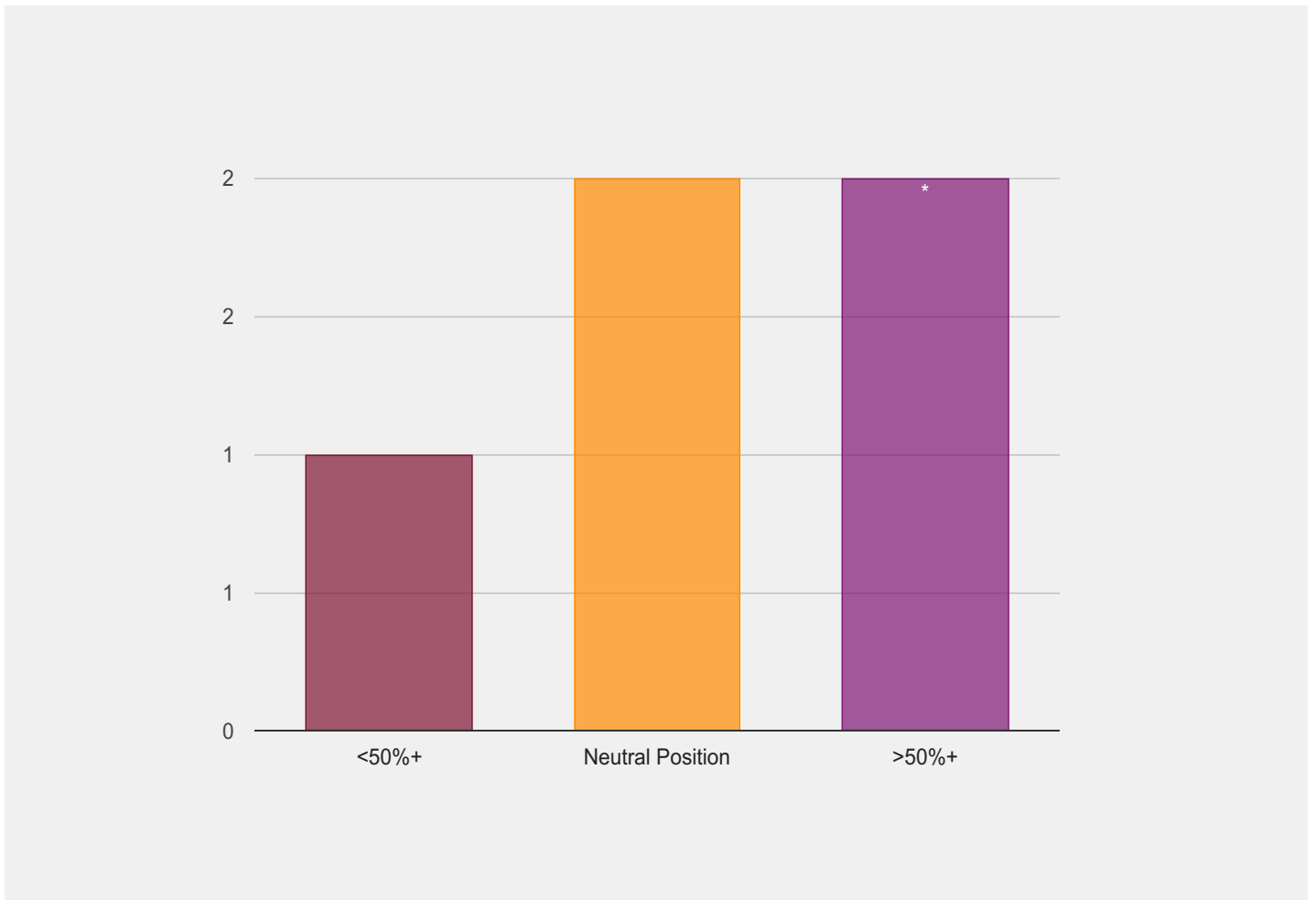


Financialcontingencies	Number of Companies	* Includes Your Company	Award Level?
------------------------	---------------------	-------------------------	--------------

Director External Assets	1		
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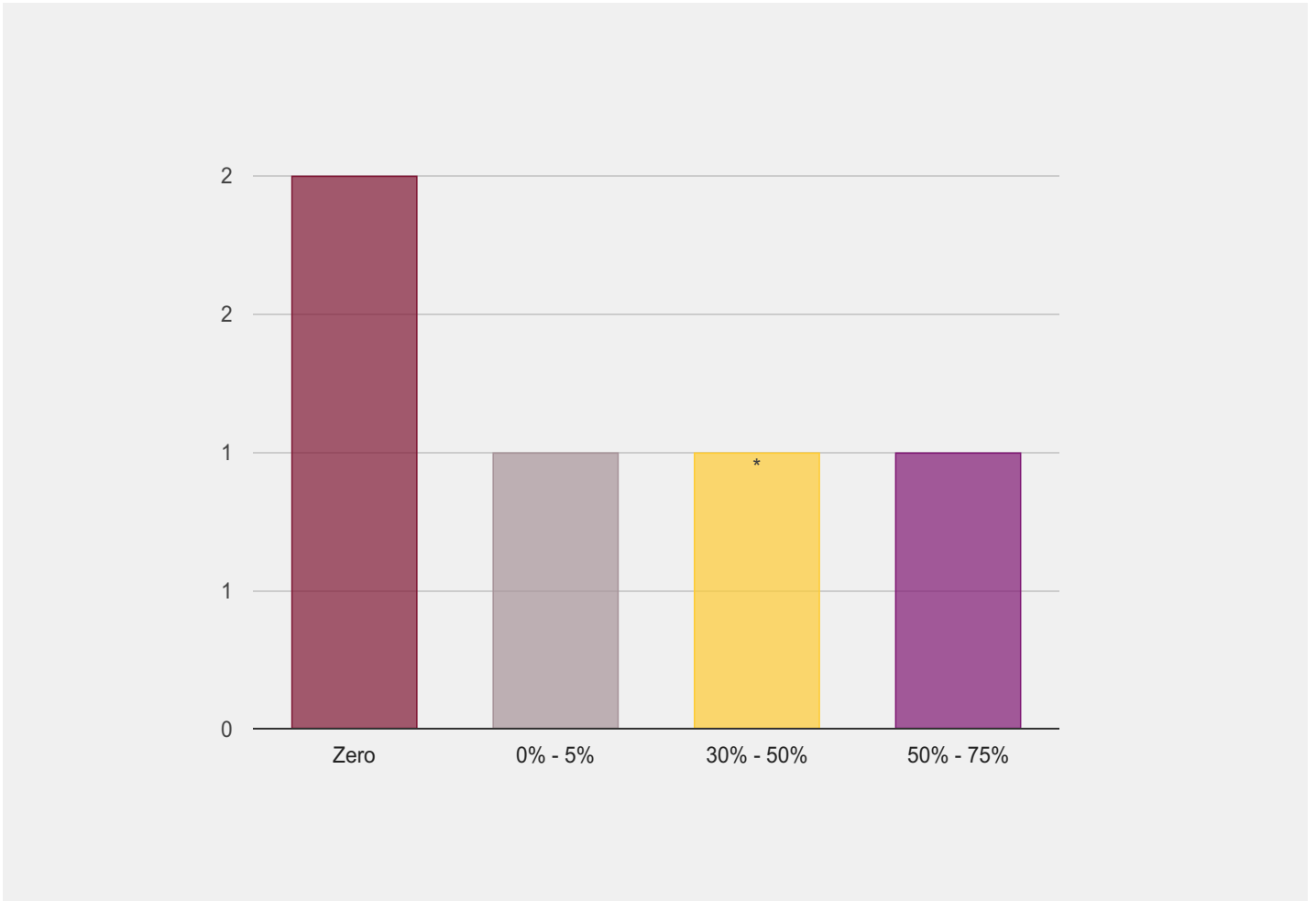


35) Company growth last 12 months?



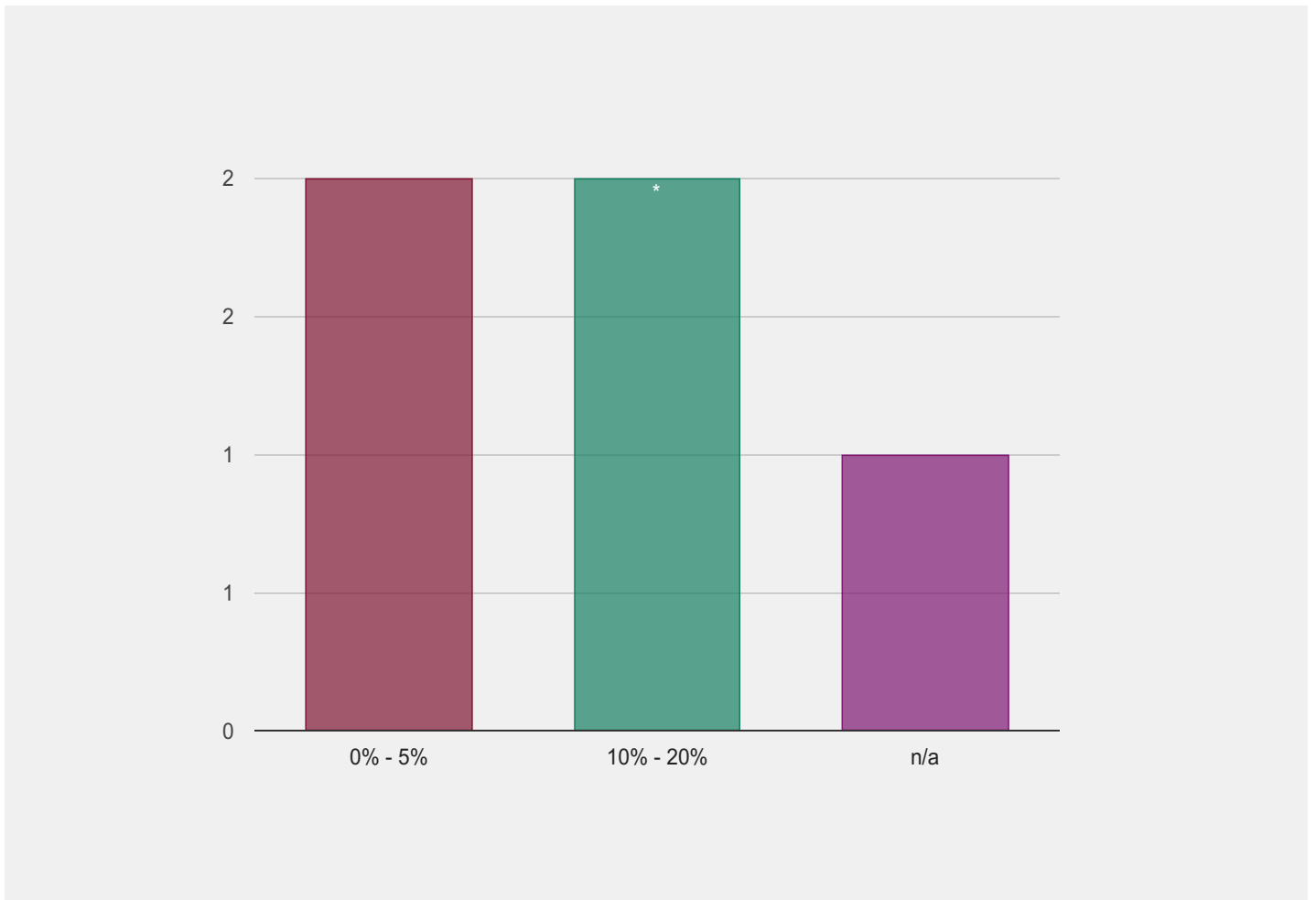
PAYE	Number of Companies	* Includes Your Company	Award Level?
<50%+	1		n/a
Neutral Position	2		n/a
>50%+	2	✓ Includes Your Company	n/a

36) What has been your customer turnover within the last 12 months?



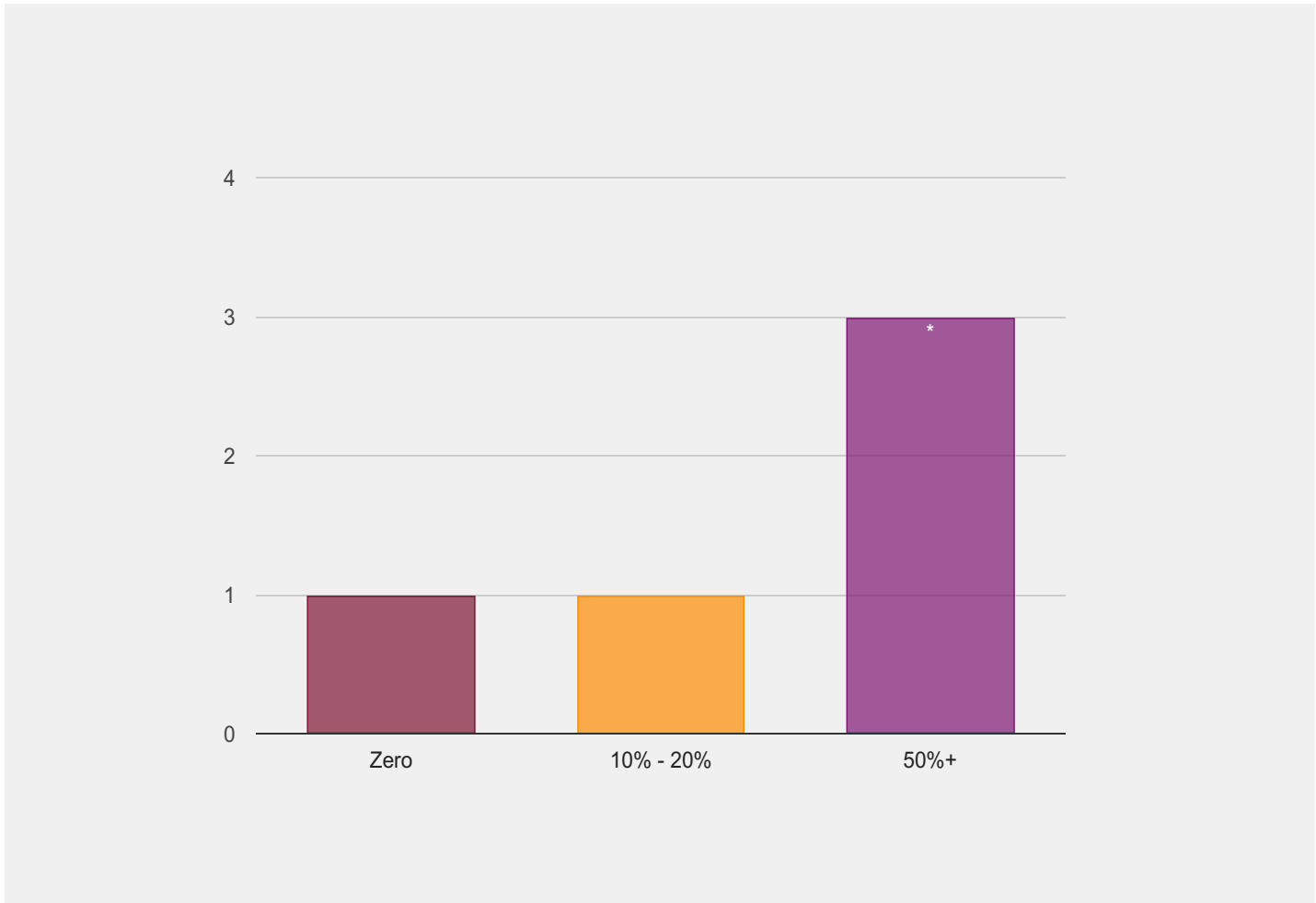
PAYE	Number of Companies	* Includes Your Company	Award Level?
Zero	2		n/a
0% - 5%	1		n/a
30% - 50%	1	✓ Includes Your Company	n/a
50% - 75%	1		n/a

37) What is your tender success rate?



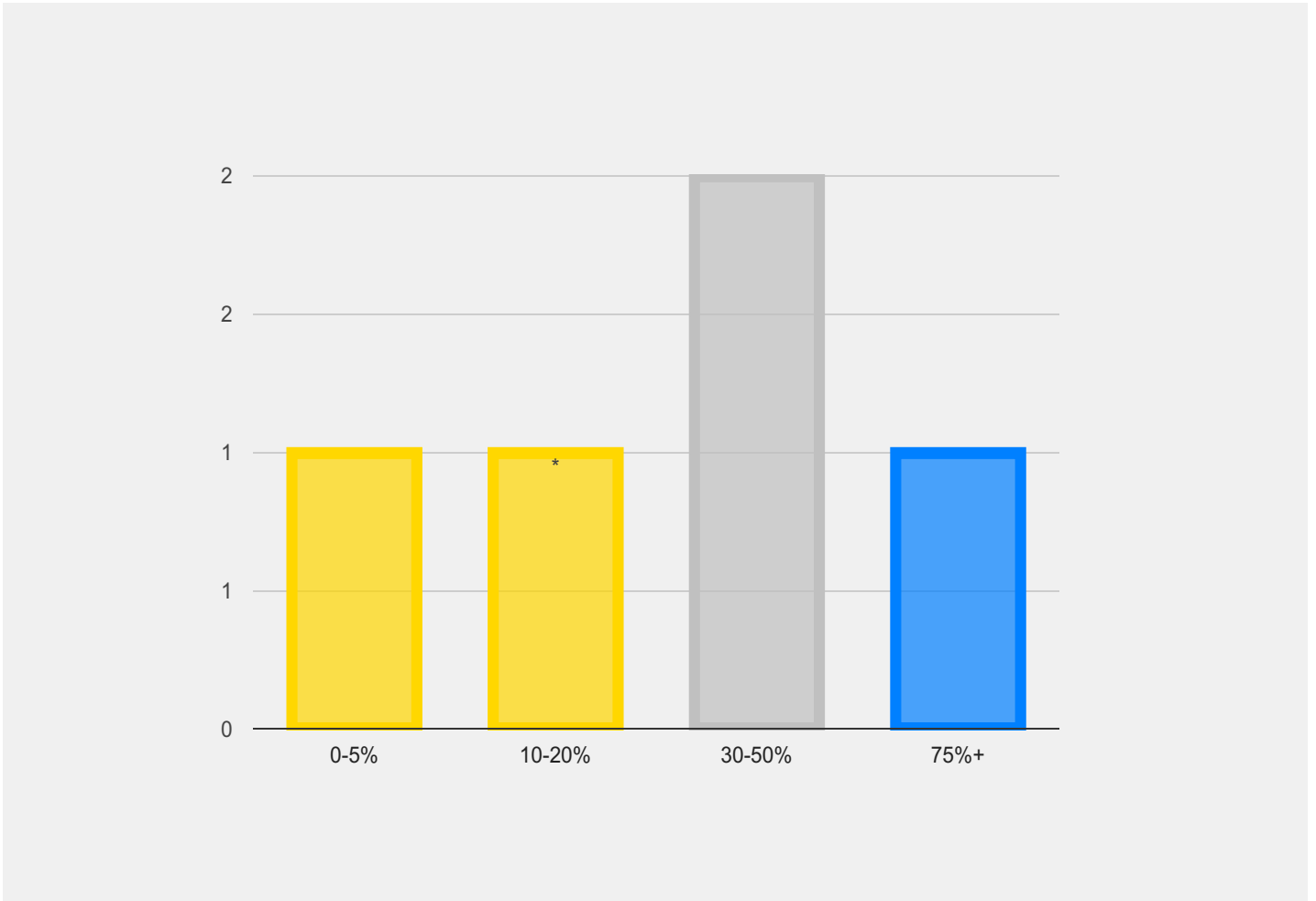
PAYE	Number of Companies	* Includes Your Company	Award Level?
0% - 5%	2		n/a
10% - 20%	2	✓ Includes Your Company	n/a
n/a	1		n/a

38) What percentage of growth is generated organically or by recommendation within the last 12 months?







PAYE	Number of Companies	* Includes Your Company	Award Level?
Zero	1		n/a
10% - 20%	1		n/a
50%+	3	✓ Includes Your Company	n/a

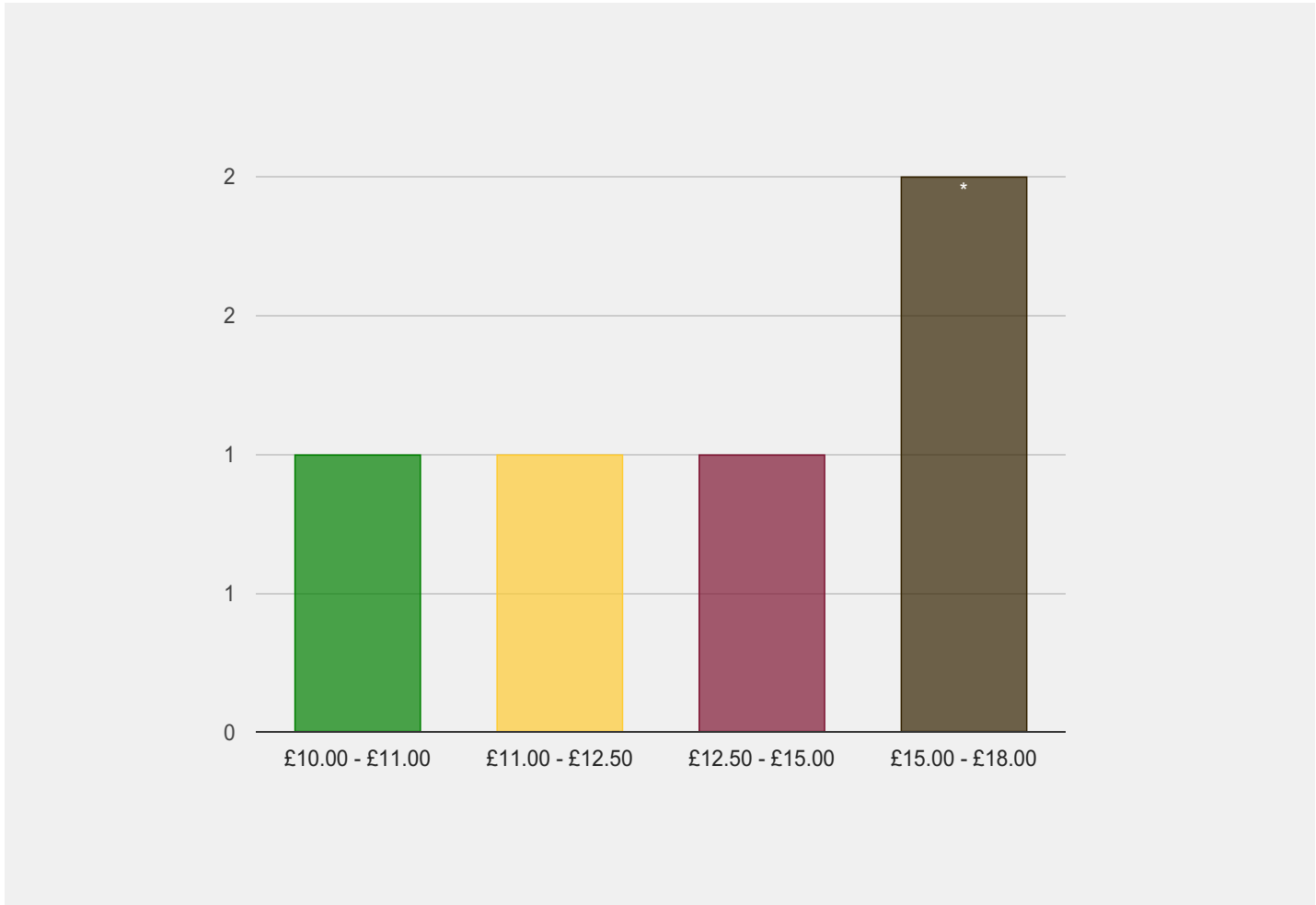
39) CORE CRITERIA 8 - What percentage of your annual turnover does your largest client account for?



Turnover Number of Companies * Includes Your Company Award Level?

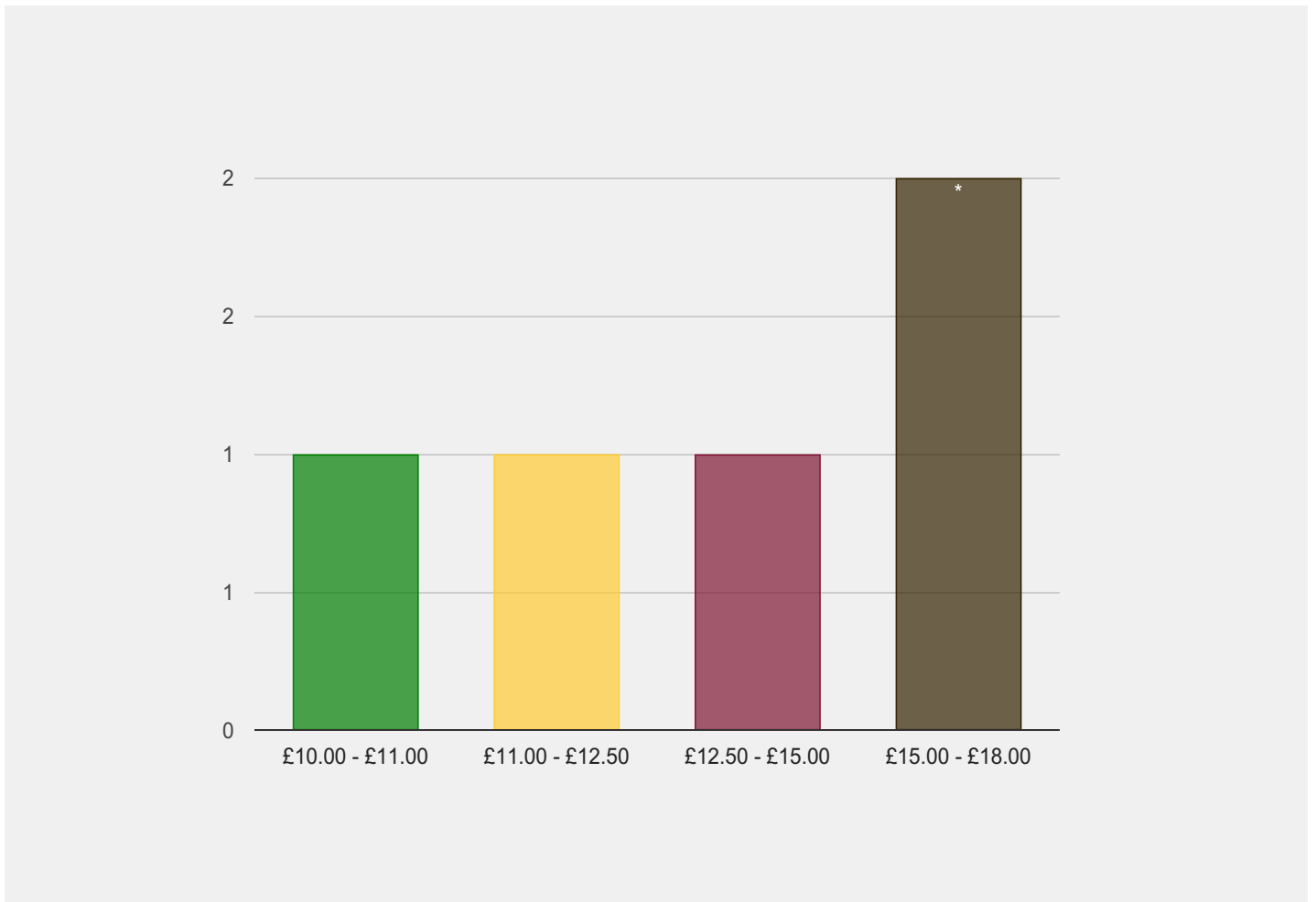
0-5%	1		
10-20%	1	✓ Includes Your Company	
30-50%	2		
75%+	1		

40) What is your average charge rate per operative per hour for Security Guarding?



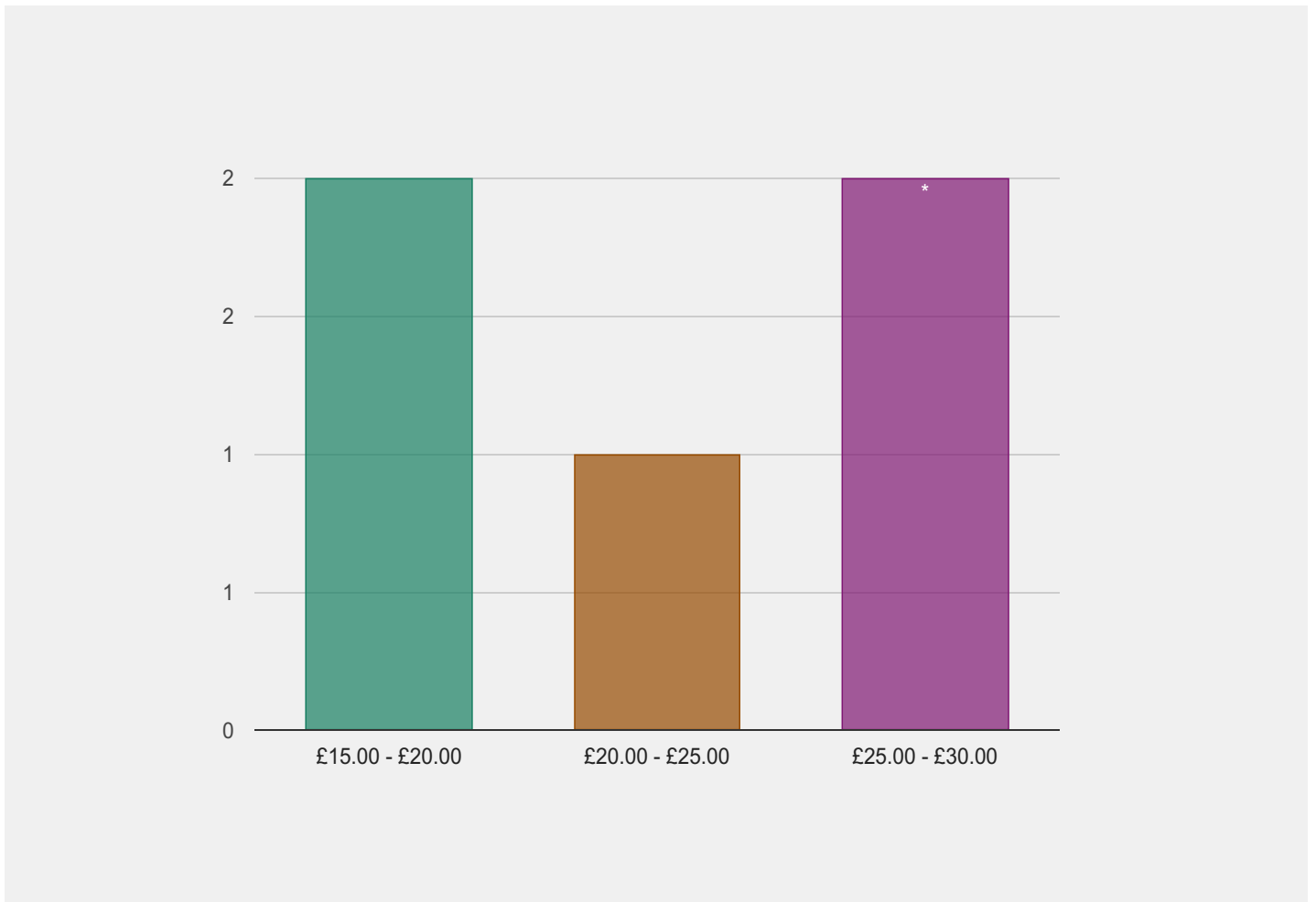
Charge Rate	Number of Companies	* Includes Your Company	Award Level?
£10.00 - £11.00	1		n/a
£11.00 - £12.50	1		n/a
£12.50 - £15.00	1		n/a
£15.00 - £18.00	2	✓ Includes Your Company	n/a

41) What is your average charge rate per operative per hour for Door Supervision?



Charge Rate	Number of Companies	* Includes Your Company	Award Level?
£10.00 - £11.00	1		n/a
£11.00 - £12.50	1		n/a
£12.50 - £15.00	1		n/a
£15.00 - £18.00	2	✓ Includes Your Company	n/a

42) What is your average charge rate per operative per hour for Close Protection (UK Only)?



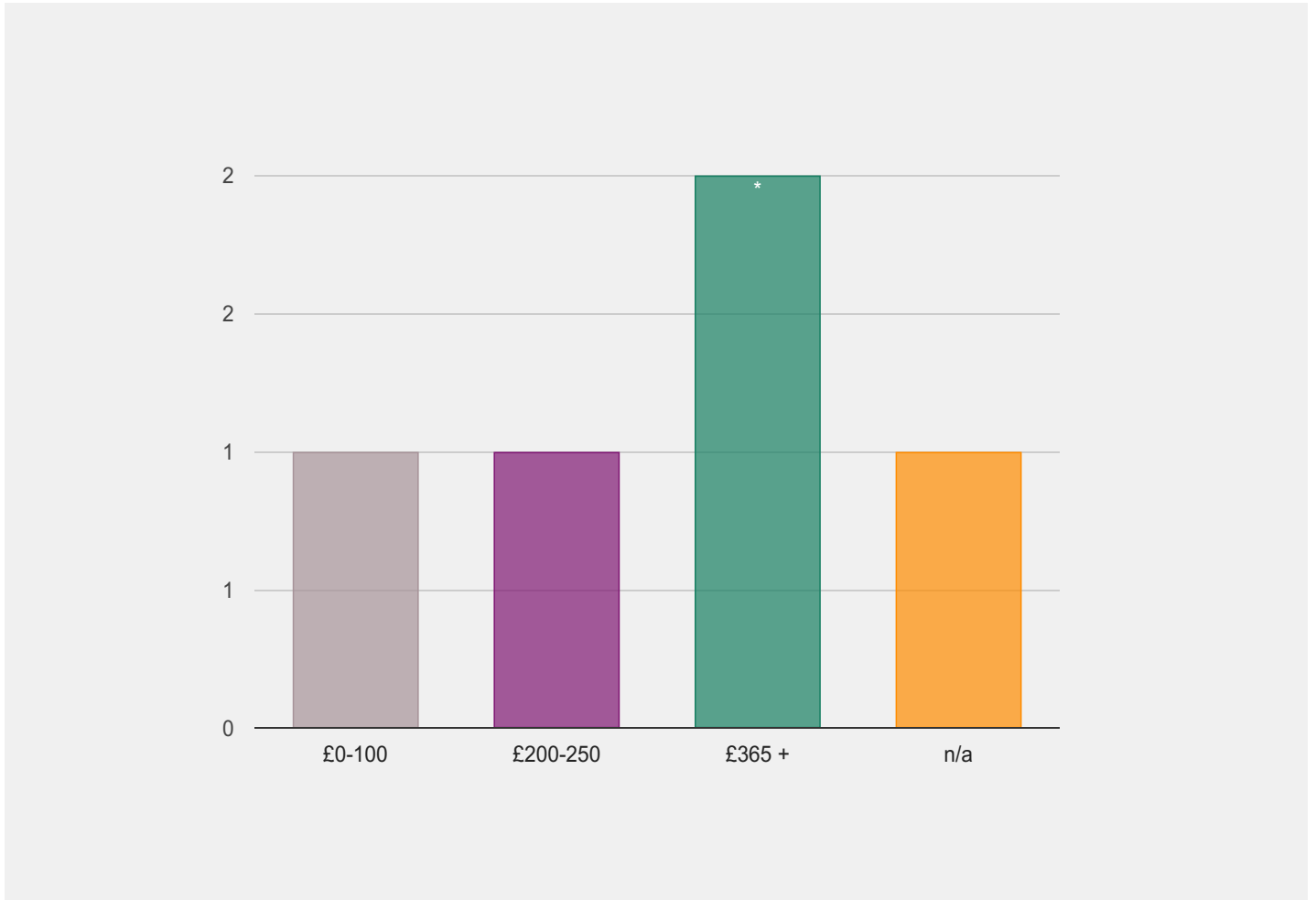
Charge Rate	Number of Companies	* Includes Your Company	Award Level?
£15.00 - £20.00	2		n/a
£20.00 - £25.00	1		n/a
£25.00 - £30.00	2	✓ Includes Your Company	n/a

43) What is your average charge rate per operative per hour for CCTV?



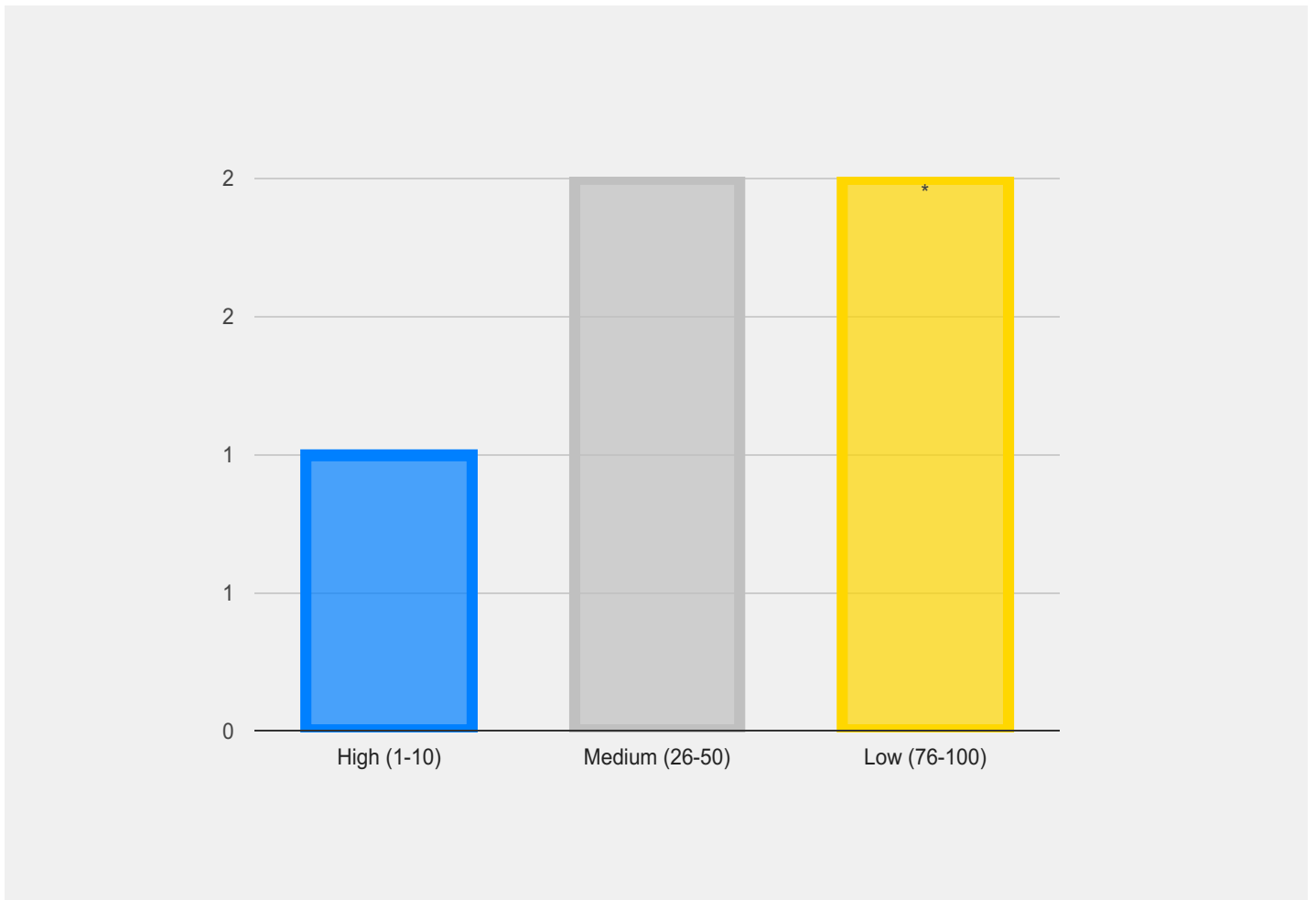
Charge Rate	Number of Companies	* Includes Your Company	Award Level?
£11.00 - £12.50	3	✓ Includes Your Company	n/a
£12.50 - £15.00	2		n/a




44) What is your average charge rate for Keyholding per annum?



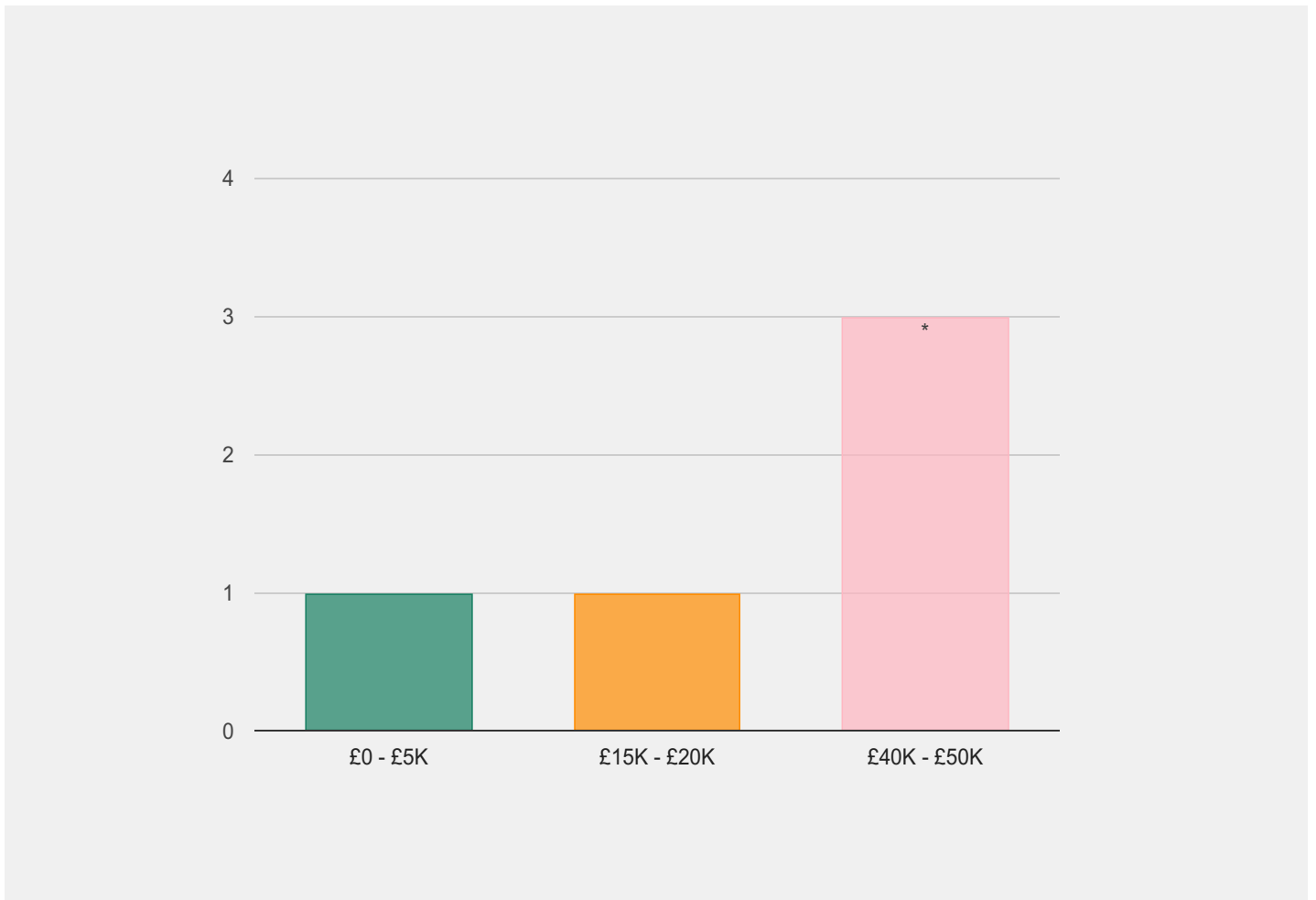
Charge Rate	Number of Companies	* Includes Your Company	Award Level?
£0-100	1		n/a
£200-250	1		n/a
£365 +	2	✓ Includes Your Company	n/a
n/a	1		n/a

45) CORE CRITERIA 9 - What is your credit rating (scoring mechanisms may vary)?



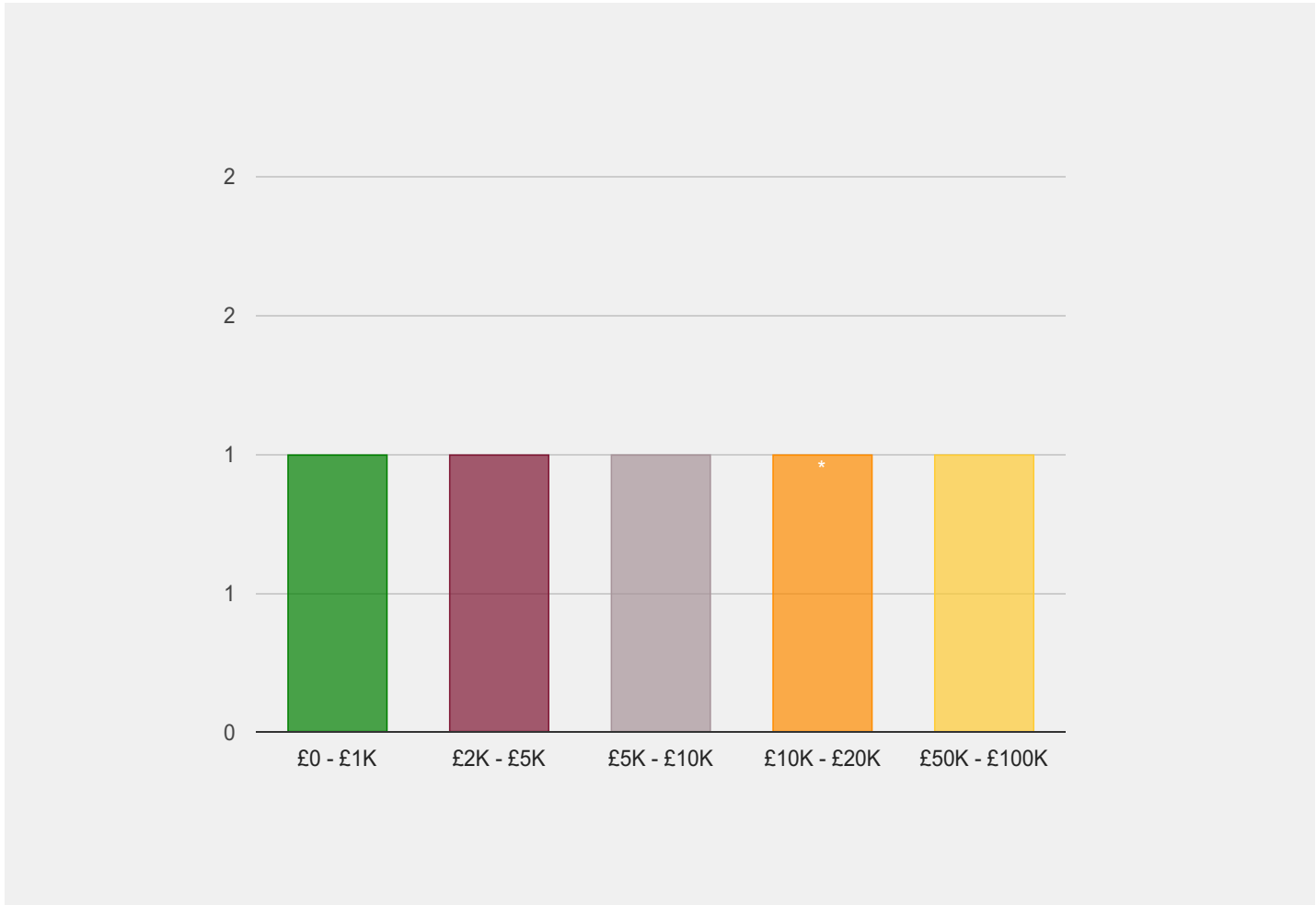
Credit Rating	Number of Companies	* Includes Your Company	Award Level?
High (1-10)	1		
Medium (26-50)	2		
Low (76-100)	2	✓ Includes Your Company	

46) Insurance costs?



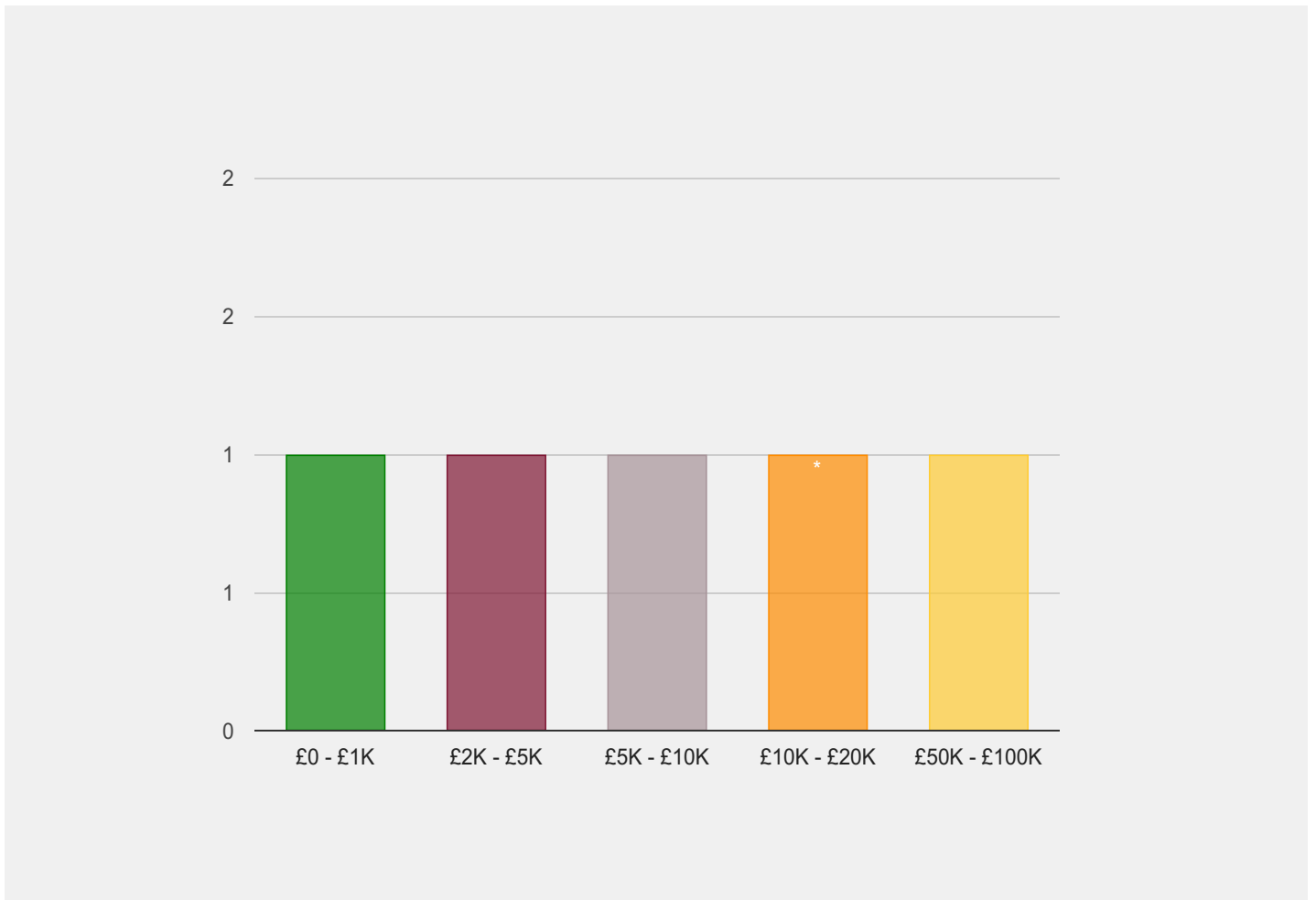
Insurance	Number of Companies	* Includes Your Company	Award Level?
£0 - £5K	1		n/a
£15K - £20K	1		n/a
£40K - £50K	3	✓ Includes Your Company	n/a

47) What is your annual investment in technology spend (support systems)?



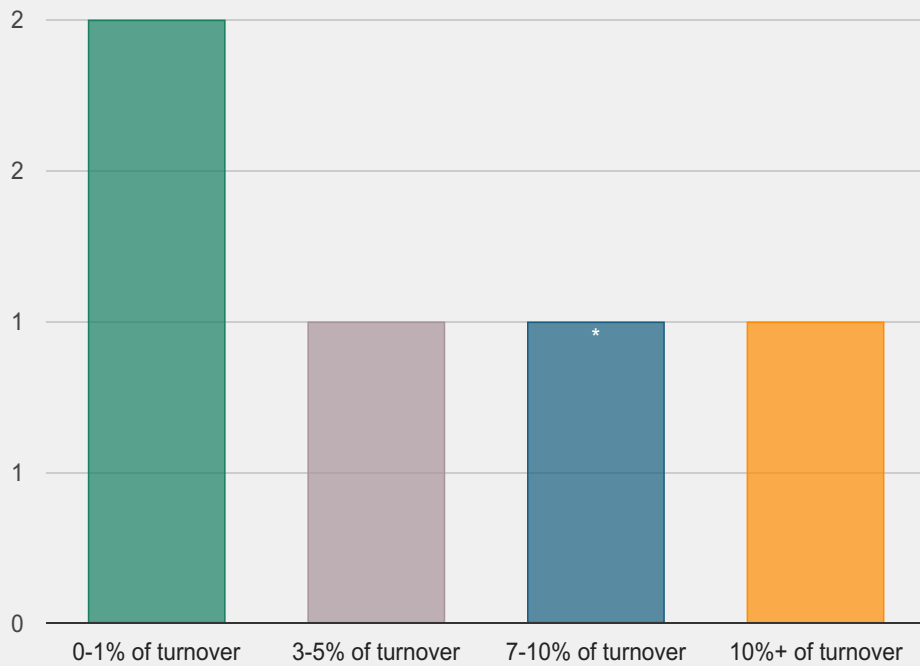
Technology	Number of Companies	* Includes Your Company	Award Level?
£0 - £1K	1		n/a
£2K - £5K	1		n/a
£5K - £10K	1		n/a
£10K - £20K	1	✓ Includes Your Company	n/a
£50K - £100K	1		n/a

48) What is your annual investment in technology spend (operational systems)?



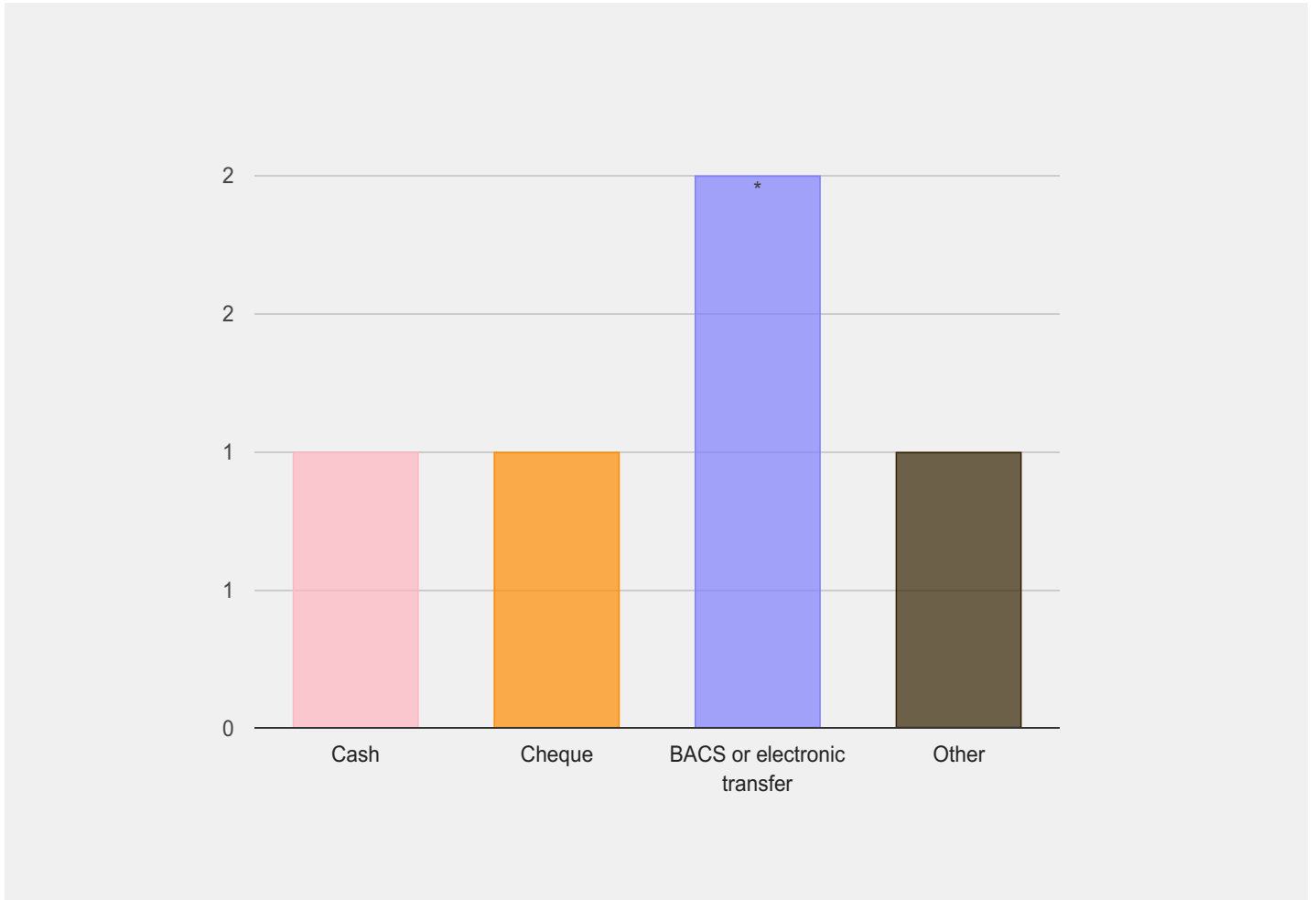
Technology	Number of Companies	* Includes Your Company	Award Level?
£0 - £1K	1		n/a
£2K - £5K	1		n/a
£5K - £10K	1		n/a
£10K - £20K	1	✓ Includes Your Company	n/a
£50K - £100K	1		n/a

49) Lease or mortgage costs?



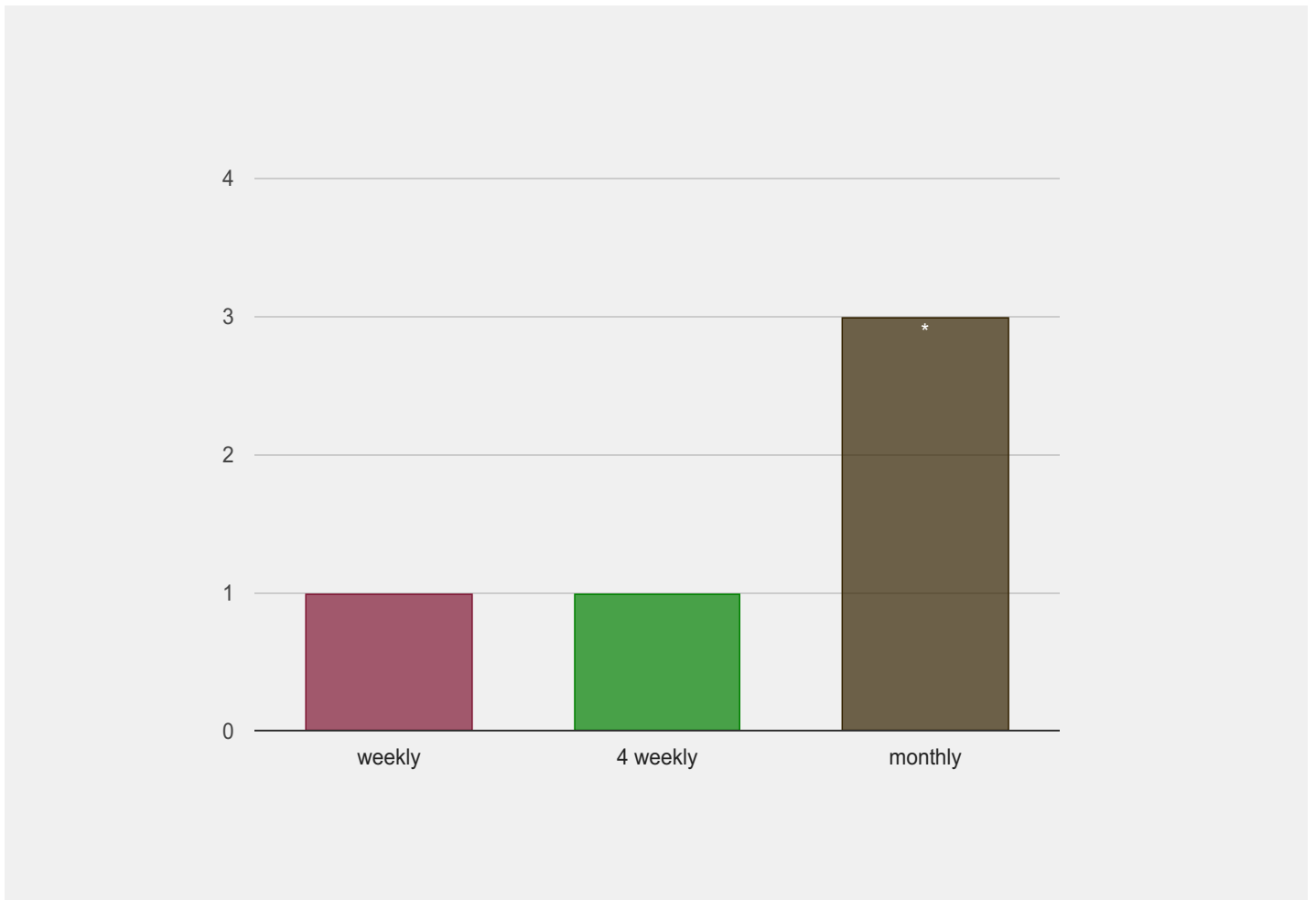
Lease Mortgage	Number of Companies	* Includes Your Company	Award Level?
0-1% of turnover	2		n/a
3-5% of turnover	1		n/a
7-10% of turnover	1	✓ Includes Your Company	n/a
10%+ of turnover	1		n/a

50) How do you pay your staff?



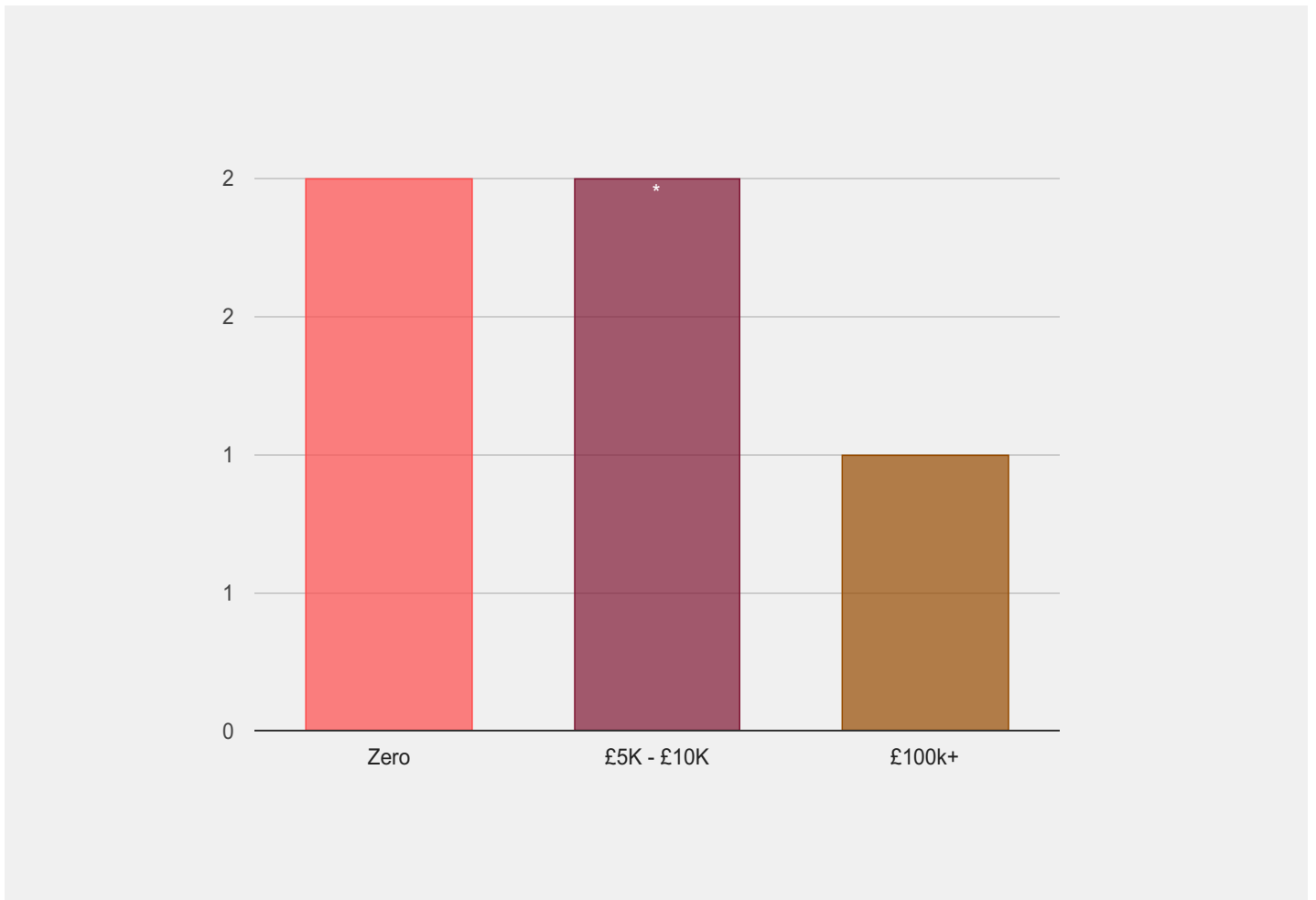
Pay	Number of Companies	* Includes Your Company	Award Level?
Cash	1		n/a
Cheque	1		n/a
BACS or electronic transfer	2	✓ Includes Your Company	n/a
Other	1		n/a

51) Pay run frequency?



Frequency	Number of Companies	* Includes Your Company	Award Level?
weekly	1		n/a
4 weekly	1		n/a
monthly	3	✓ Includes Your Company	n/a

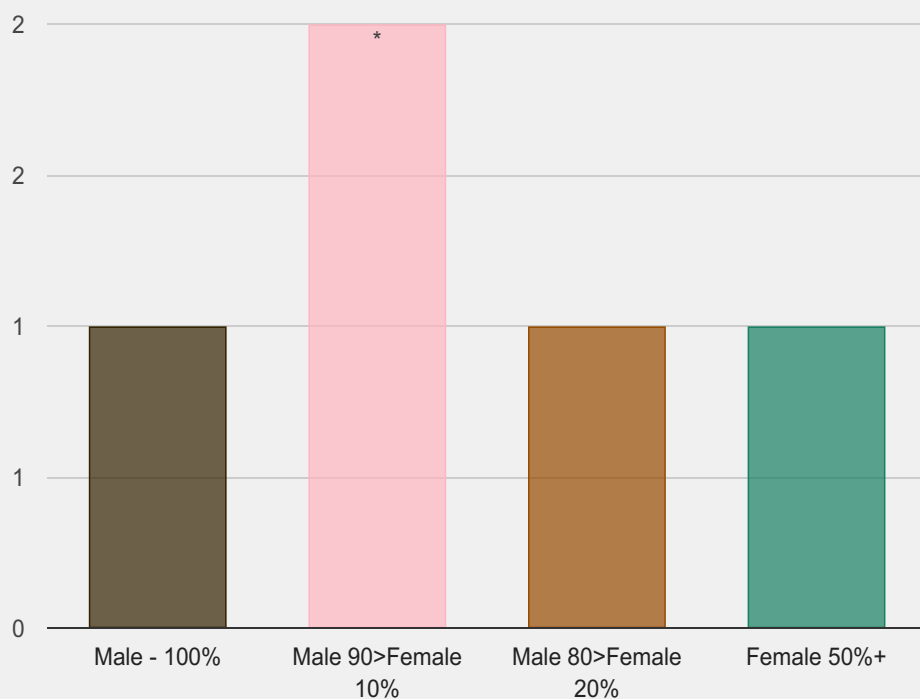
52) What is your annual training budget?



Training Budget	Number of Companies	* Includes Your Company	Award Level?
Zero	2		n/a
£5K - £10K	2	✓ Includes Your Company	n/a
£100k+	1		n/a

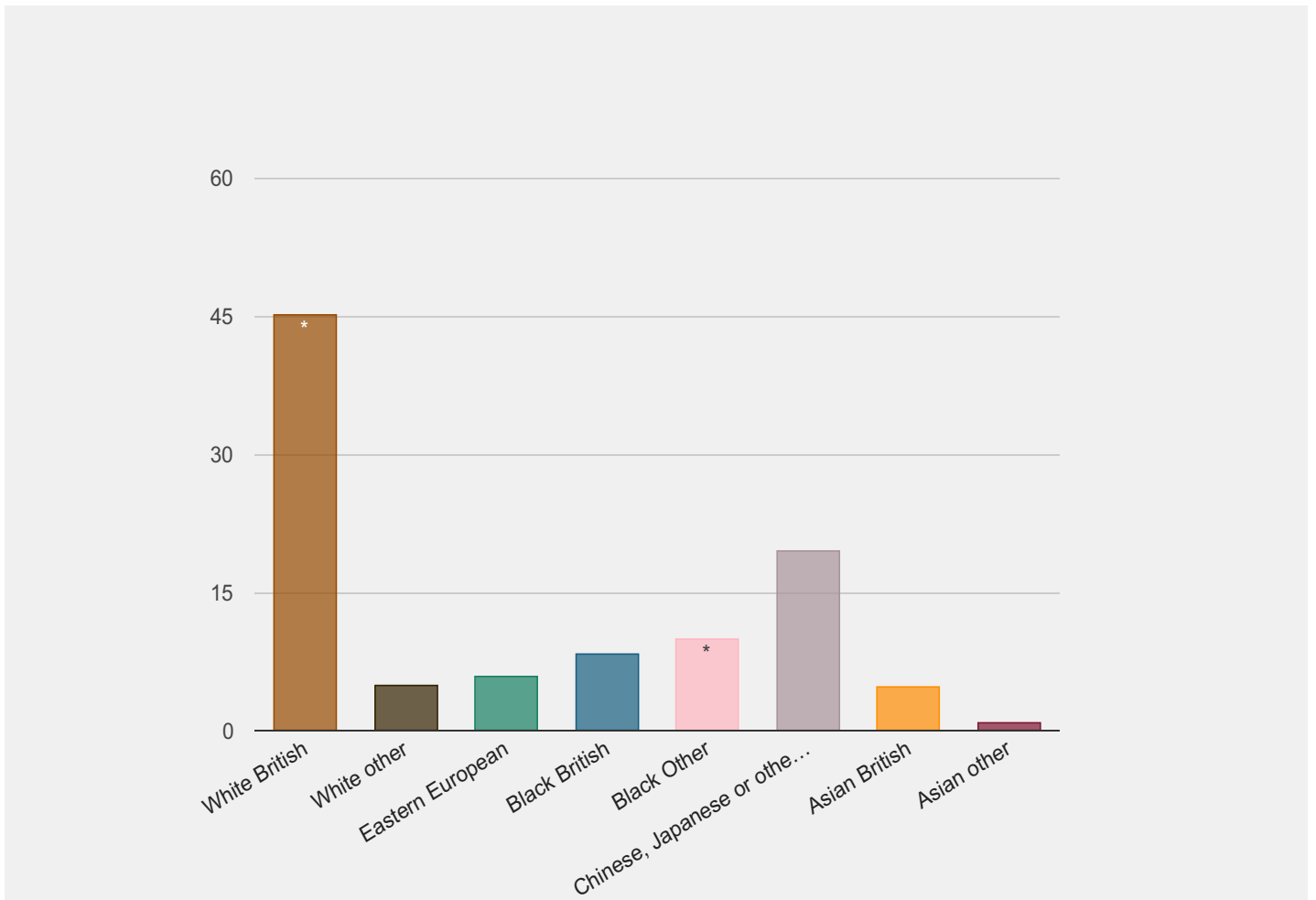
Employee Information (Your Company - 08/09/2017)

53) What is the gender ratio employed male to female within the operational business?



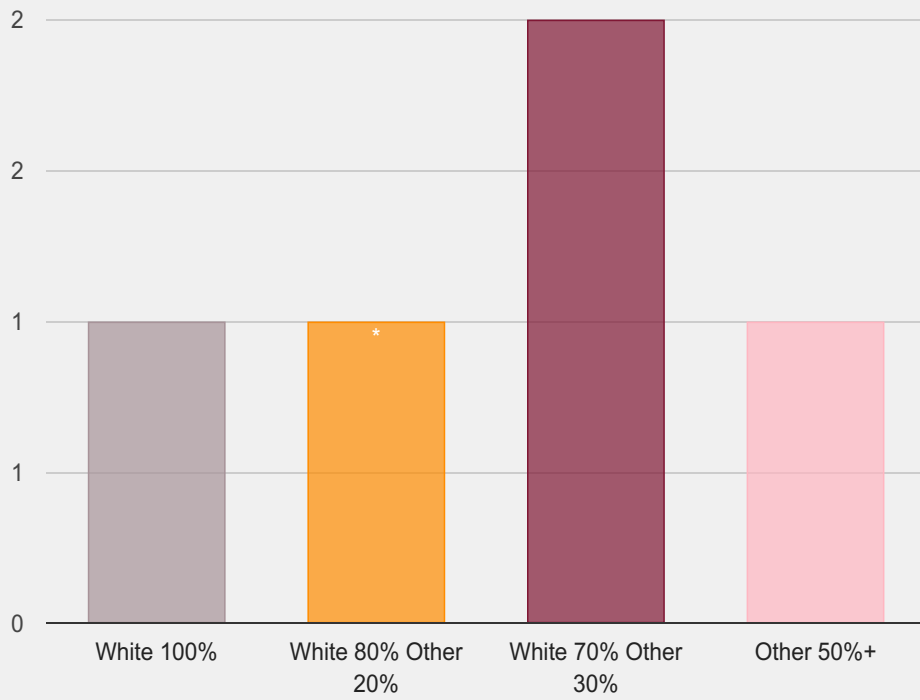
Gender	Number of Companies	* Includes Your Company	Award Level?
Male - 100%	1		n/a
Male 90>Female 10%	2	✓ Includes Your Company	n/a
Male 80>Female 20%	1		n/a
Female 50%+	1		n/a

54) What is the percentage ethnic ratio employed within your operational business?



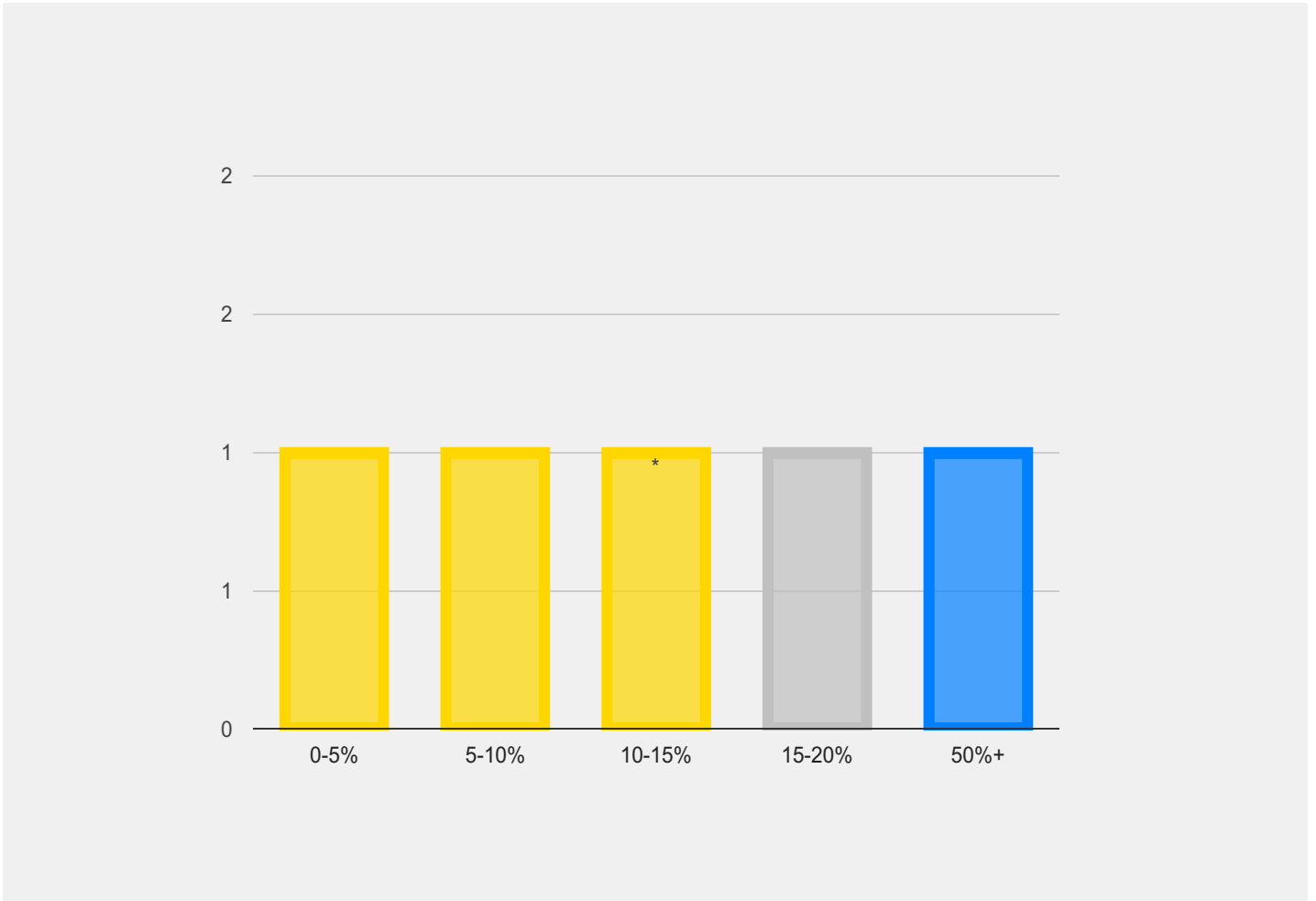
Ethnic	Average Percentage	* Includes Your Company	Award Level?
White British	45.2000	✓ Includes Your Company (78%)	n/a
White other	5.0000		n/a
Eastern European	6.0000		n/a
Black British	8.4000		n/a
Black Other	10.0000	✓ Includes Your Company (22%)	n/a
Chinese, Japanese or other south east Asian	19.6000		n/a
Asian British	4.8000		n/a
Asian other	1.0000		n/a






55) What is the ethnic ratio within the business?



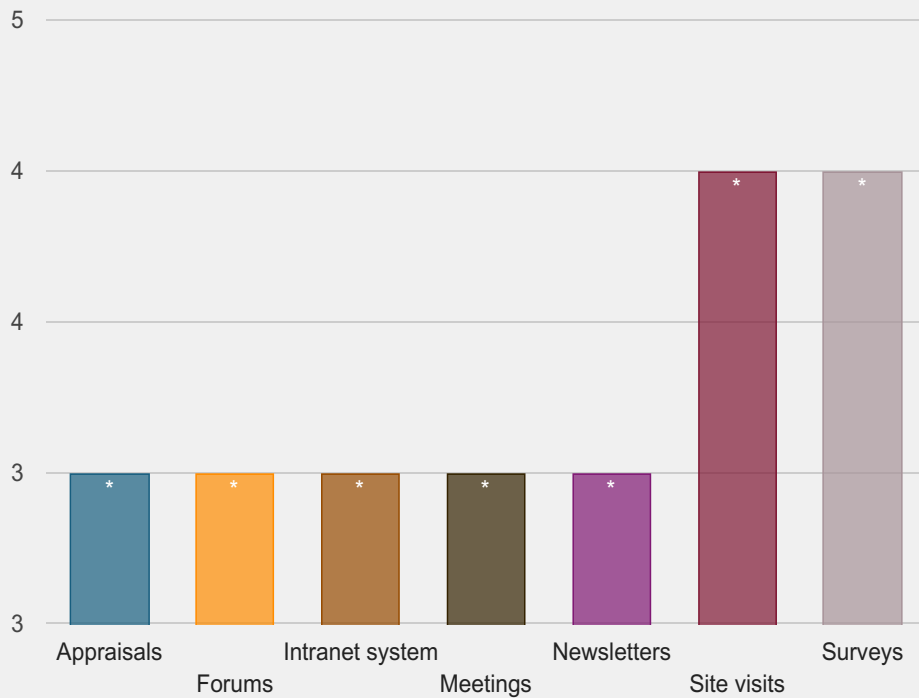
Ethnic	Number of Companies	* Includes Your Company	Award Level?
White 100%	1		n/a
White 80% Other 20%	1	✓ Includes Your Company	n/a
White 70% Other 30%	2		n/a
Other 50%+	1		n/a

56) CORE CRITERIA 10 - What is your staff turnover within the last 12 months?



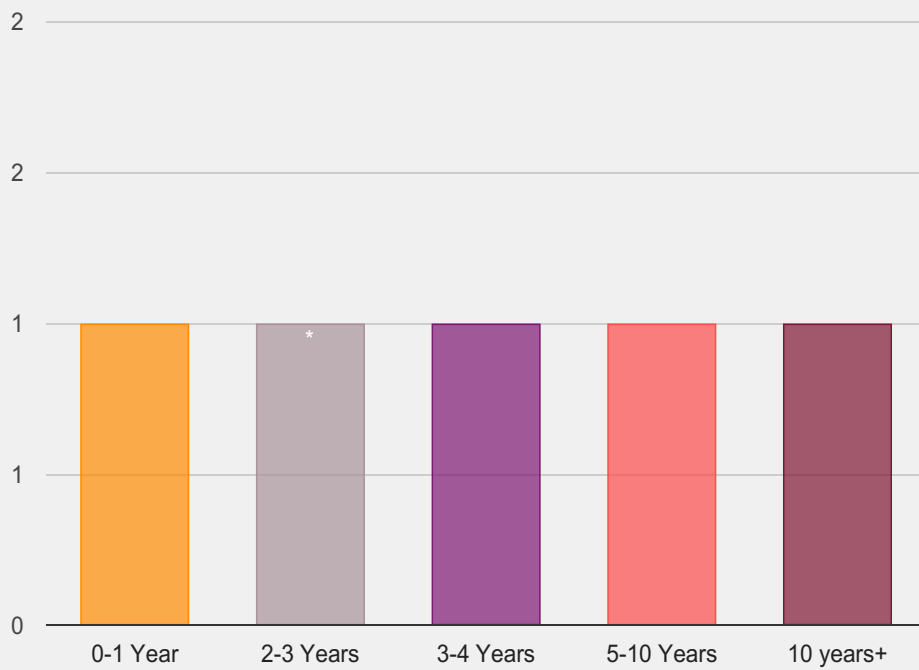
Turnover	Number of Companies	* Includes Your Company	Award Level?
0-5%	1		
5-10%	1		
10-15%	1	✓ Includes Your Company	
15-20%	1		
50%+	1		

57) What are your main employee engagement and communication practices?



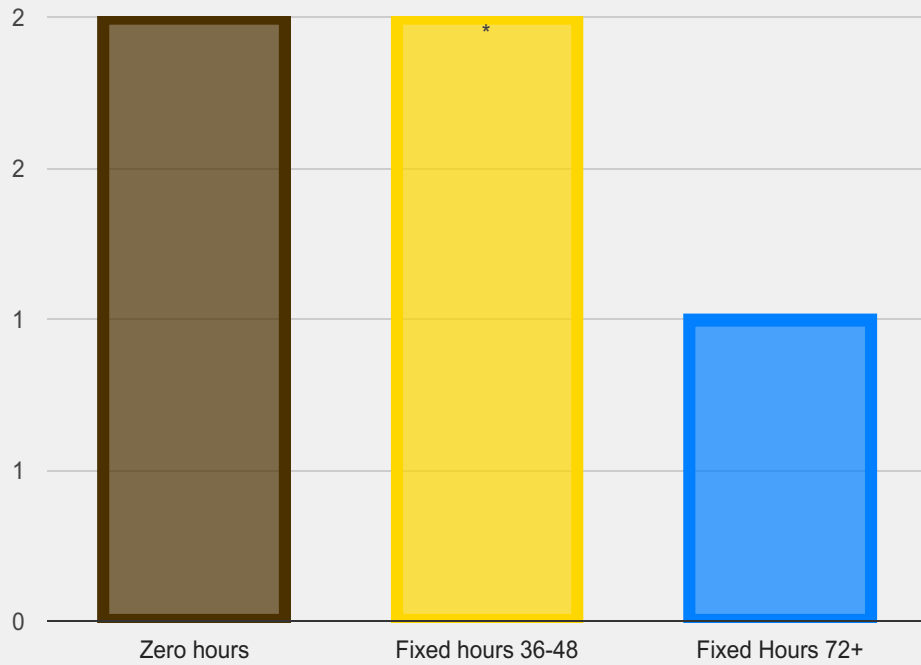
Engagement	Number of Companies	* Includes Your Company	Award Level?
Appraisals	3	✓ Includes Your Company	n/a
Forums	3	✓ Includes Your Company	n/a
Intranet system	3	✓ Includes Your Company	n/a
Meetings	3	✓ Includes Your Company	n/a
Newsletters	3	✓ Includes Your Company	n/a
Site visits	4	✓ Includes Your Company	n/a
Surveys	4	✓ Includes Your Company	n/a




58) What is the average length of service of a company employee?



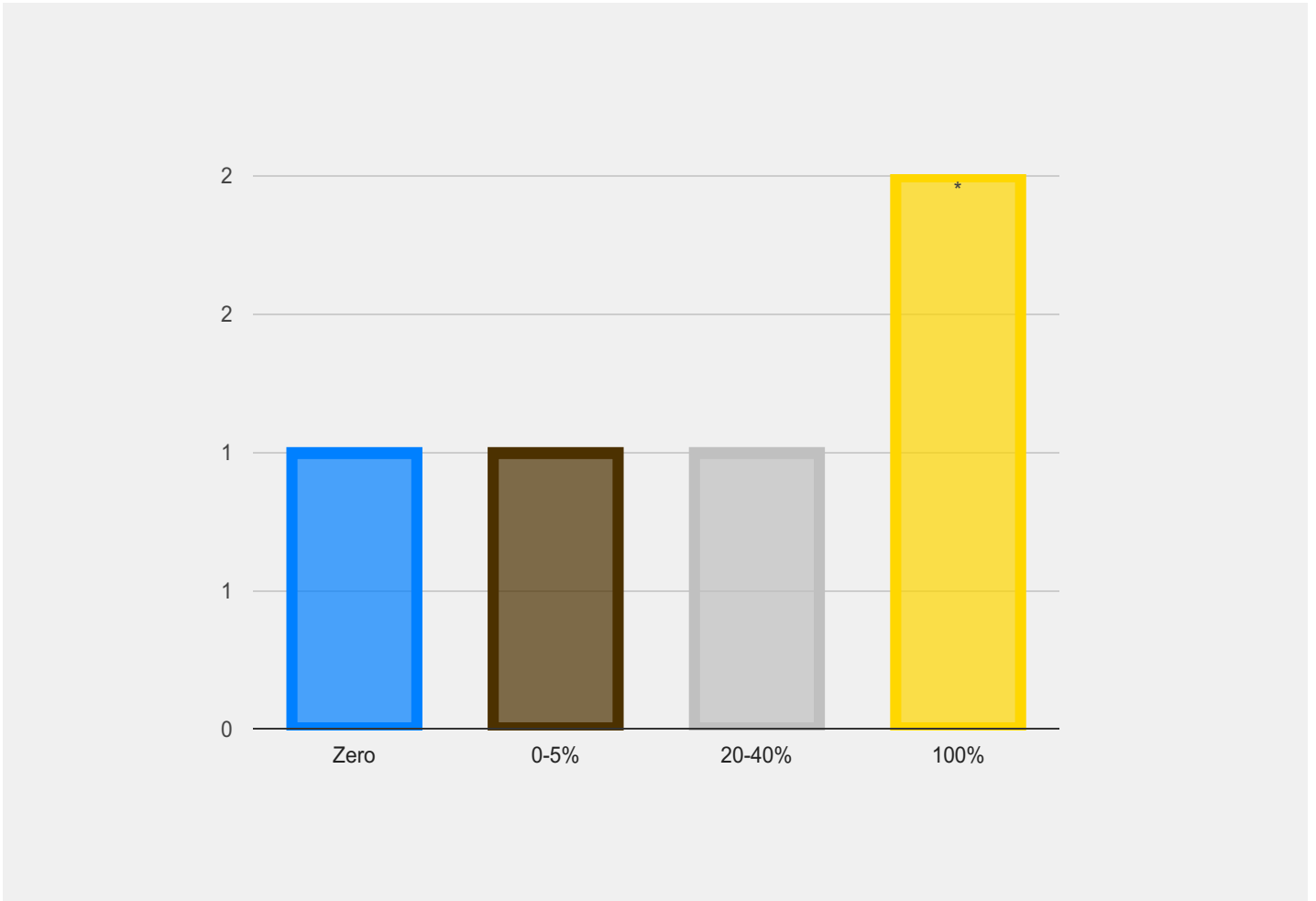
Length	Number of Companies	* Includes Your Company	Award Level?
0-1 Year	1		n/a
2-3 Years	1	✓ Includes Your Company	n/a
3-4 Years	1		n/a
5-10 Years	1		n/a
10 years+	1		n/a


59) CORE CRITERIA 11 - What are the average hours built into your PAYE terms and conditions of employment?



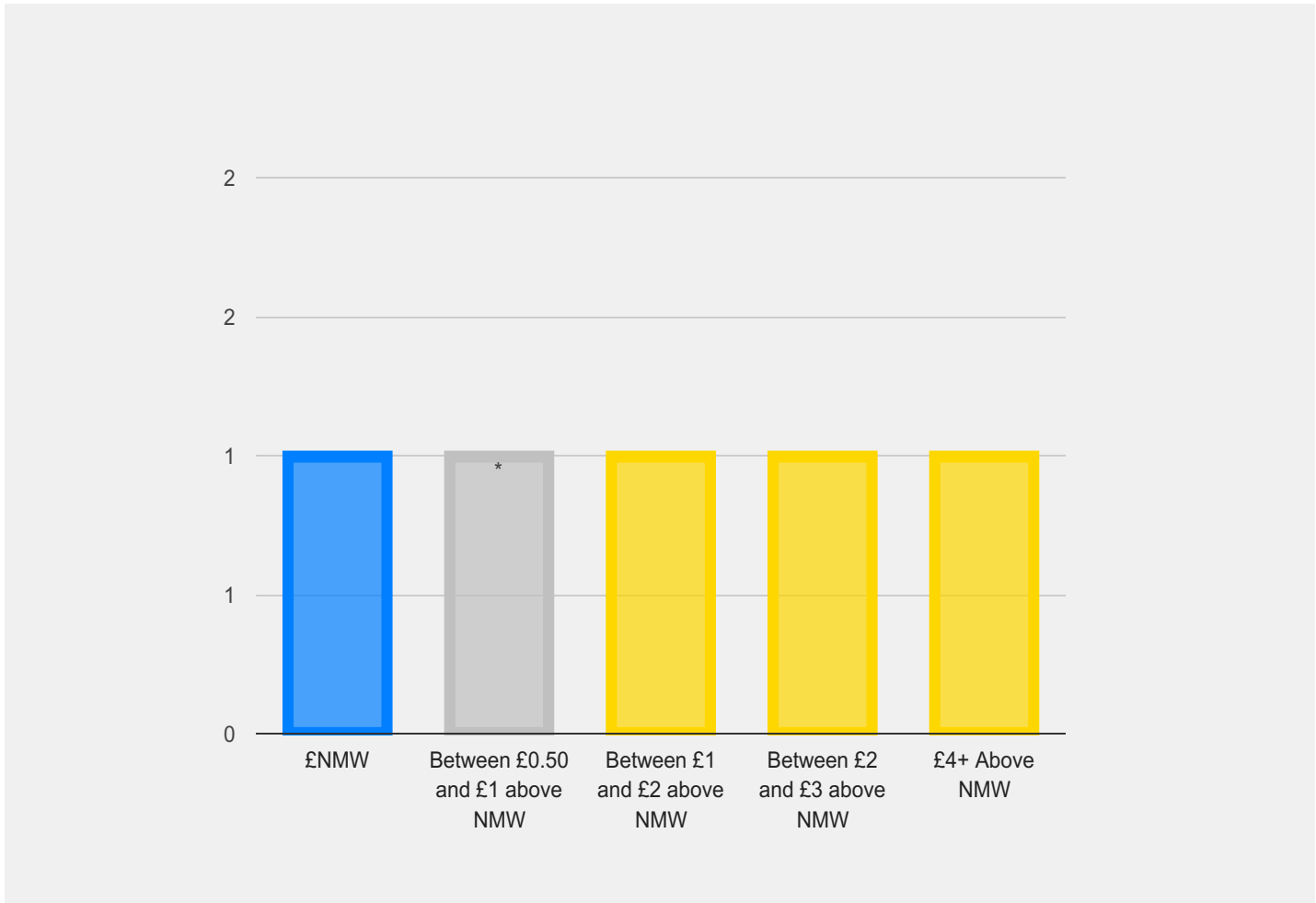
Hours	Number of Companies	* Includes Your Company	Award Level?
Zero hours	2		
Fixed hours 36-48	2	✓ Includes Your Company	
Fixed Hours 72+	1		







60) CORE CRITERIA 12 - Percentage of the workforce who are employed PAYE?



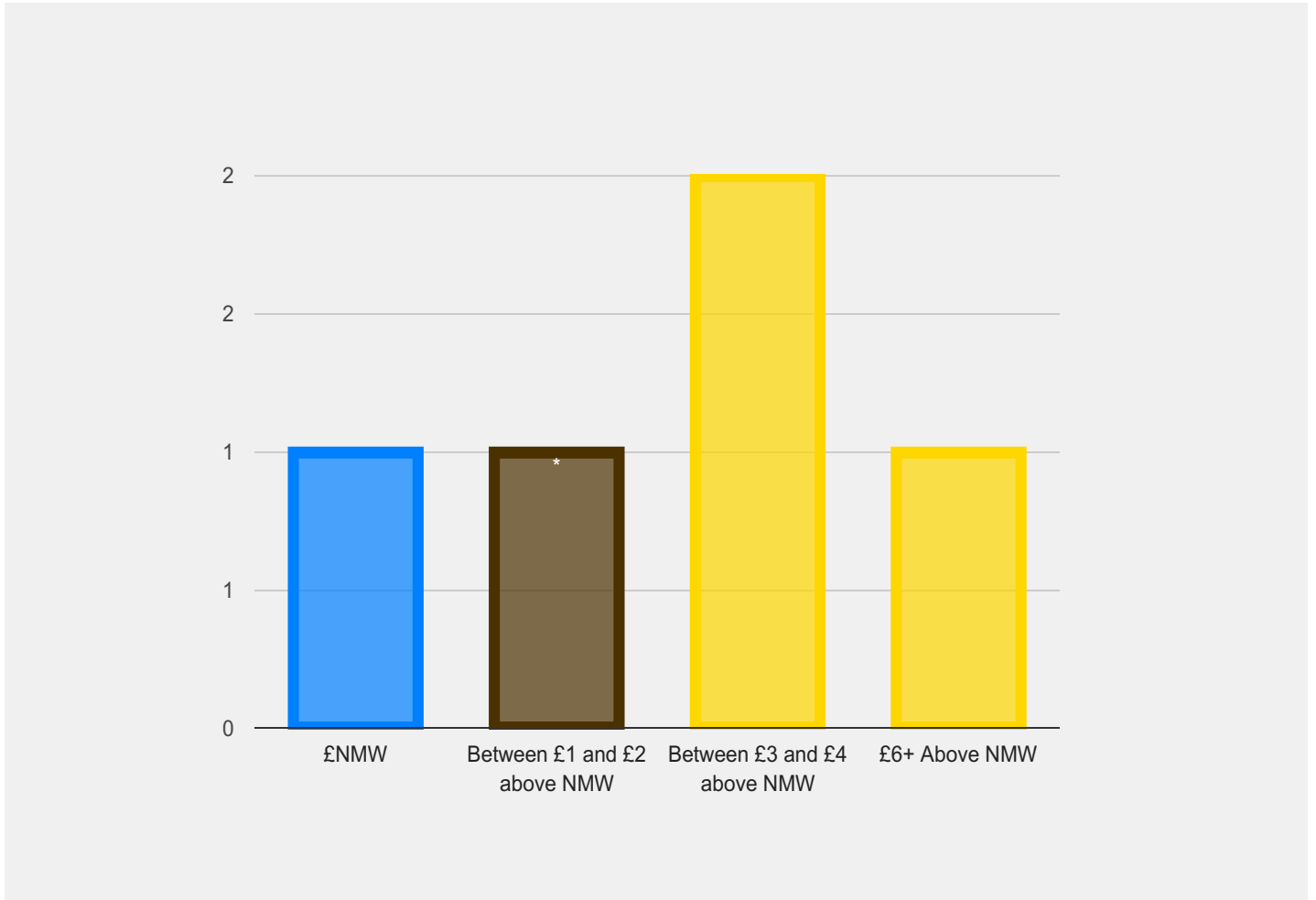
PAYE	Number of Companies	* Includes Your Company	Award Level?
Zero	1		
0-5%	1		
20-40%	1		
100%	2	 Includes Your Company	





61) CORE CRITERIA 13a - What is your average employee pay rate per operative for Security Guarding?



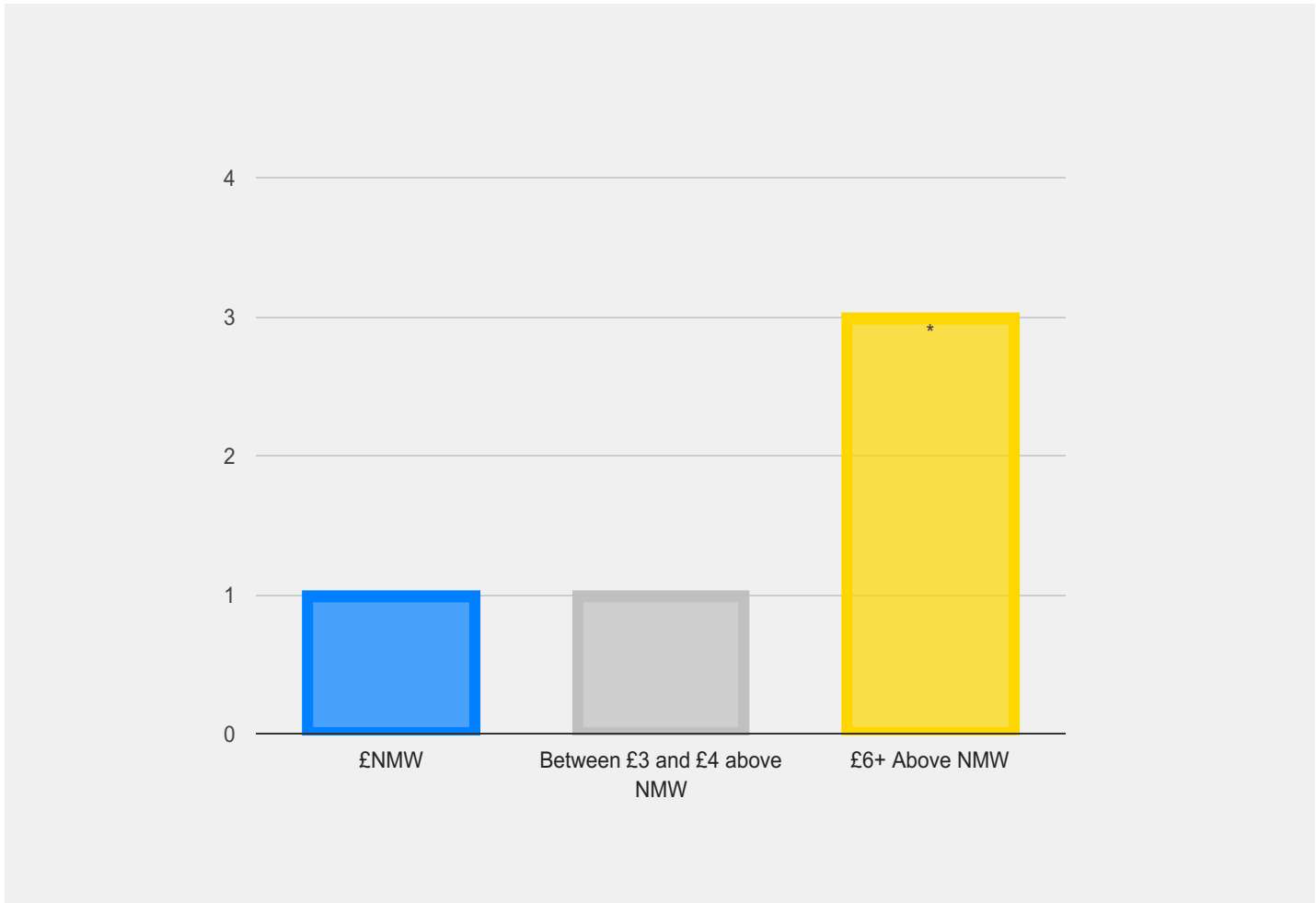
Pay Rate	Number of Companies	* Includes Your Company	Award Level?
£NMW	1		
Between £0.50 and £1 above NMW	1	 Includes Your Company	
Between £1 and £2 above NMW	1		
Between £2 and £3 above NMW	1		
£4+ Above NMW	1		




62) CORE CRITERIA 13b - What is your average employee pay rate per operative for Door Supervision?



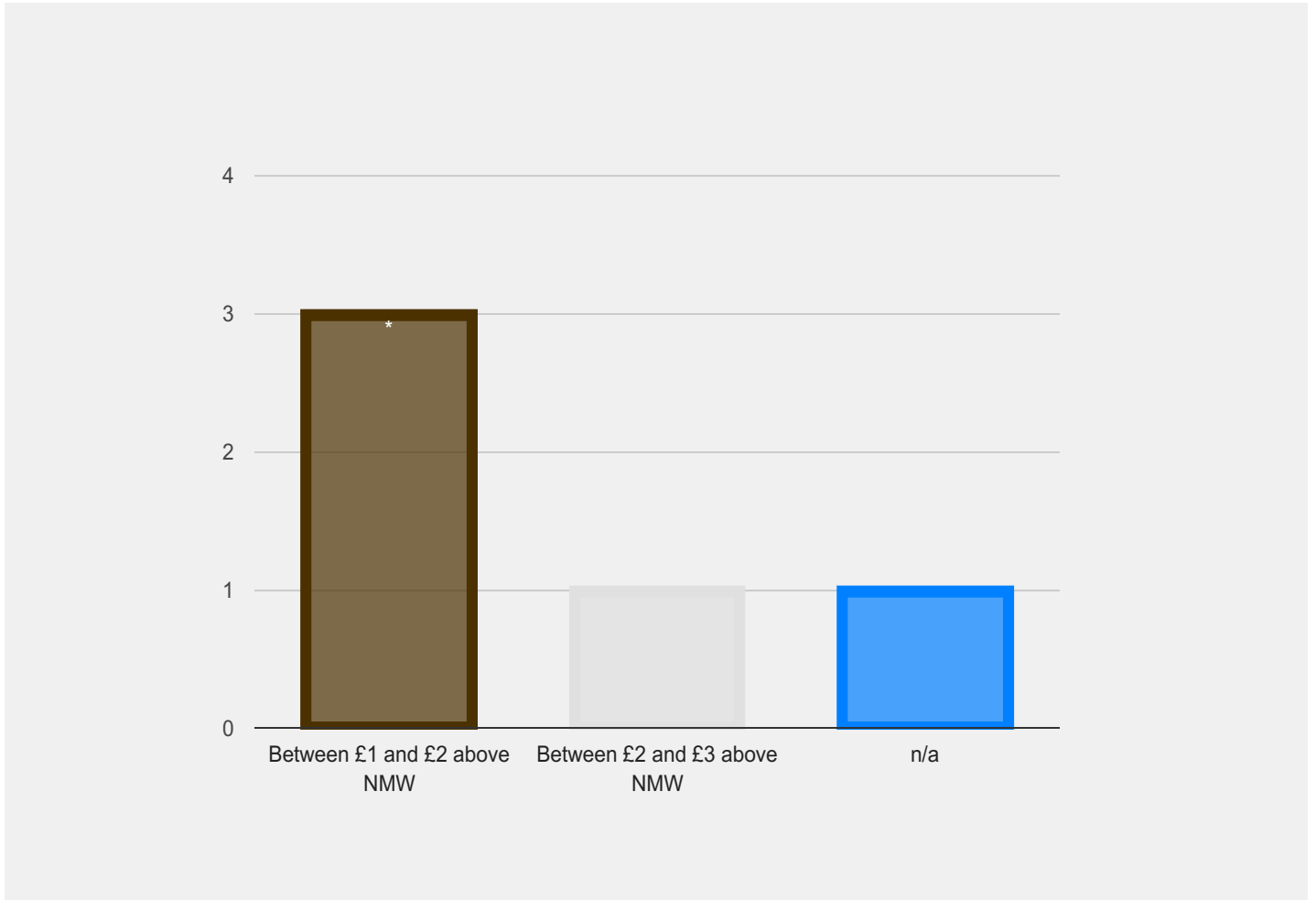
Pay Rate	Number of Companies	* Includes Your Company	Award Level?
£NMW	1		
Between £1 and £2 above NMW	1	✓ Includes Your Company	
Between £3 and £4 above NMW	2		
£6+ Above NMW	1		




63) CORE CRITERIA 13c - What is your average employee pay rate per operative for Close Protection (UK Only)?



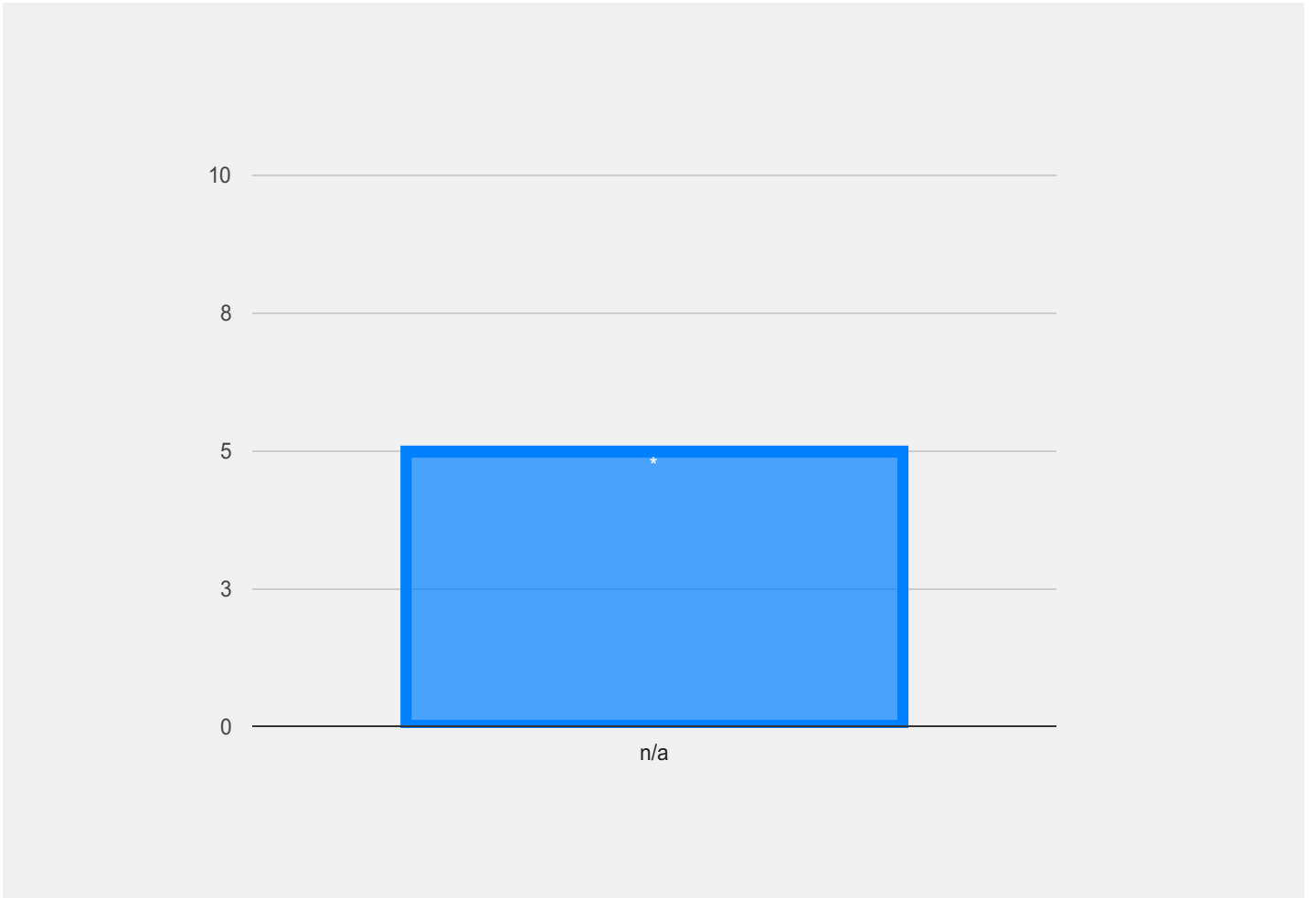
Pay Rate	Number of Companies	* Includes Your Company	Award Level?
£NMW	1		
Between £3 and £4 above NMW	1		
£6+ Above NMW	3	✓ Includes Your Company	


64) CORE CRITERIA 13d - What is your average employee pay rate per operative for CCTV?



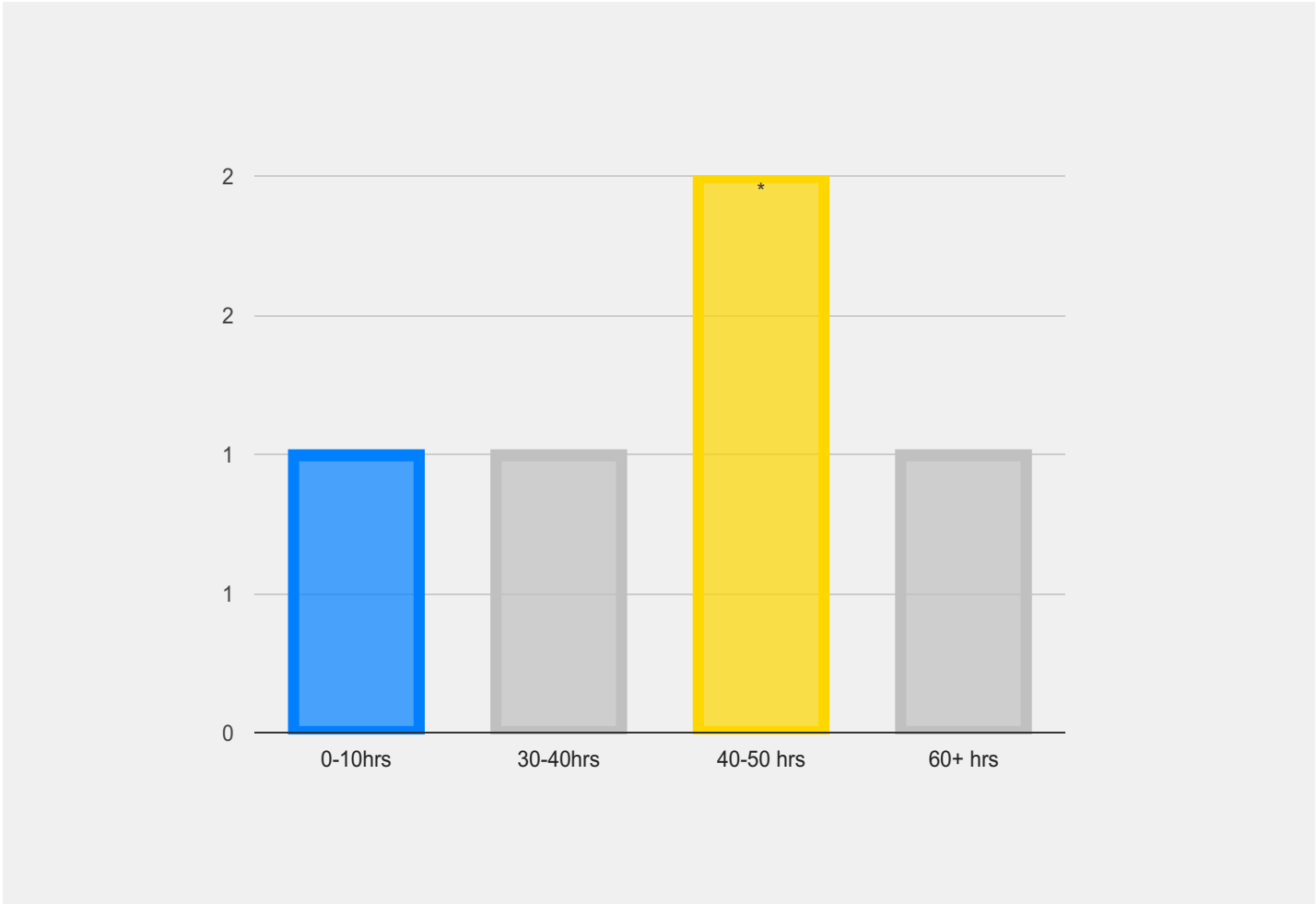
Pay Rate	Number of Companies	* Includes Your Company	Award Level?
Between £1 and £2 above NMW	3	✓ Includes Your Company	
Between £2 and £3 above NMW	1		
n/a	1		





65) CORE CRITERIA 13e - What is your average employee pay rate per operative for CVIT?



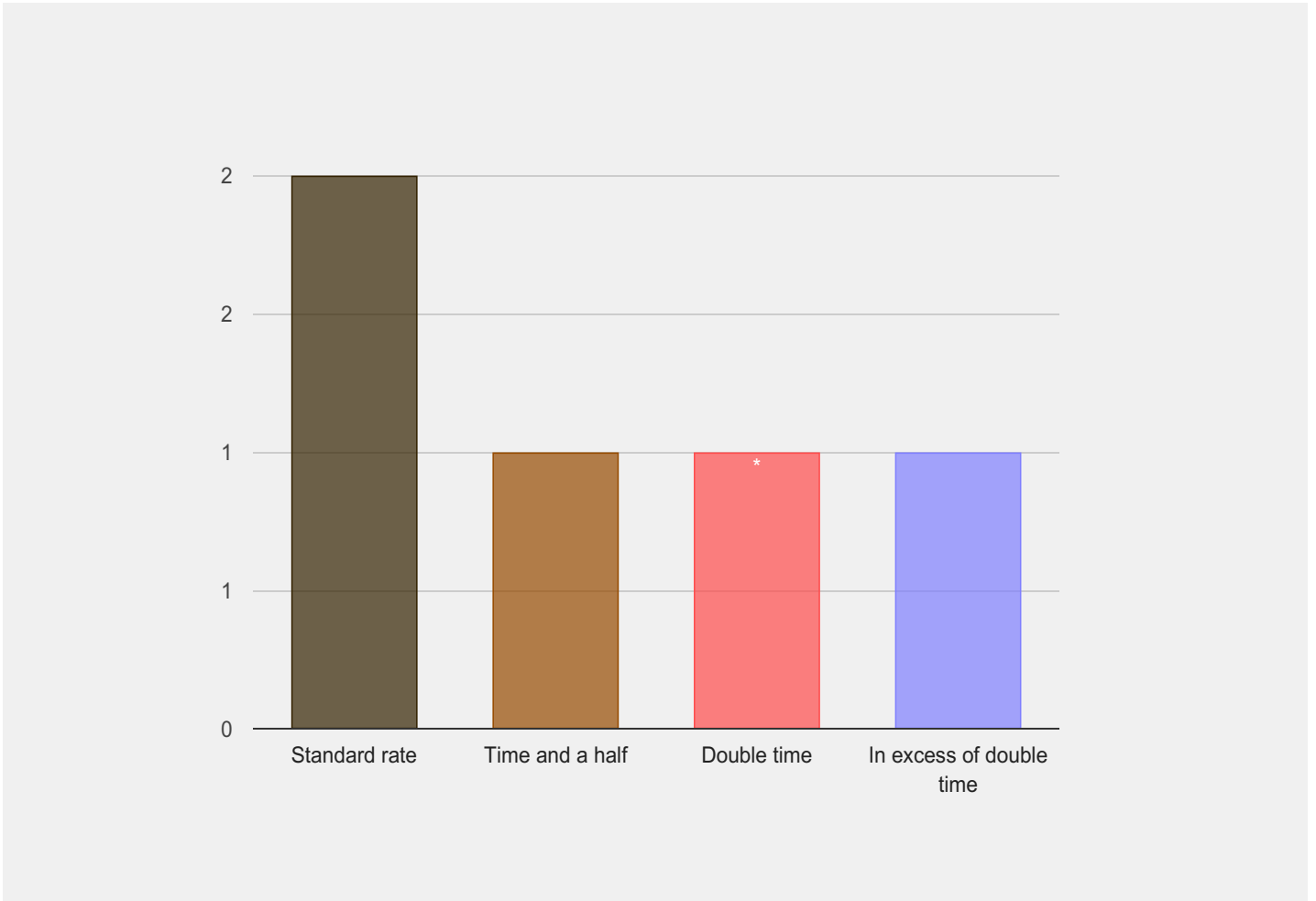
Pay Rate	Number of Companies	* Includes Your Company	Award Level?
n/a	5	✓ Includes Your Company	

66) CORE CRITERIA 14 - What is the average weekly hours worked per operative during the last 12 months?



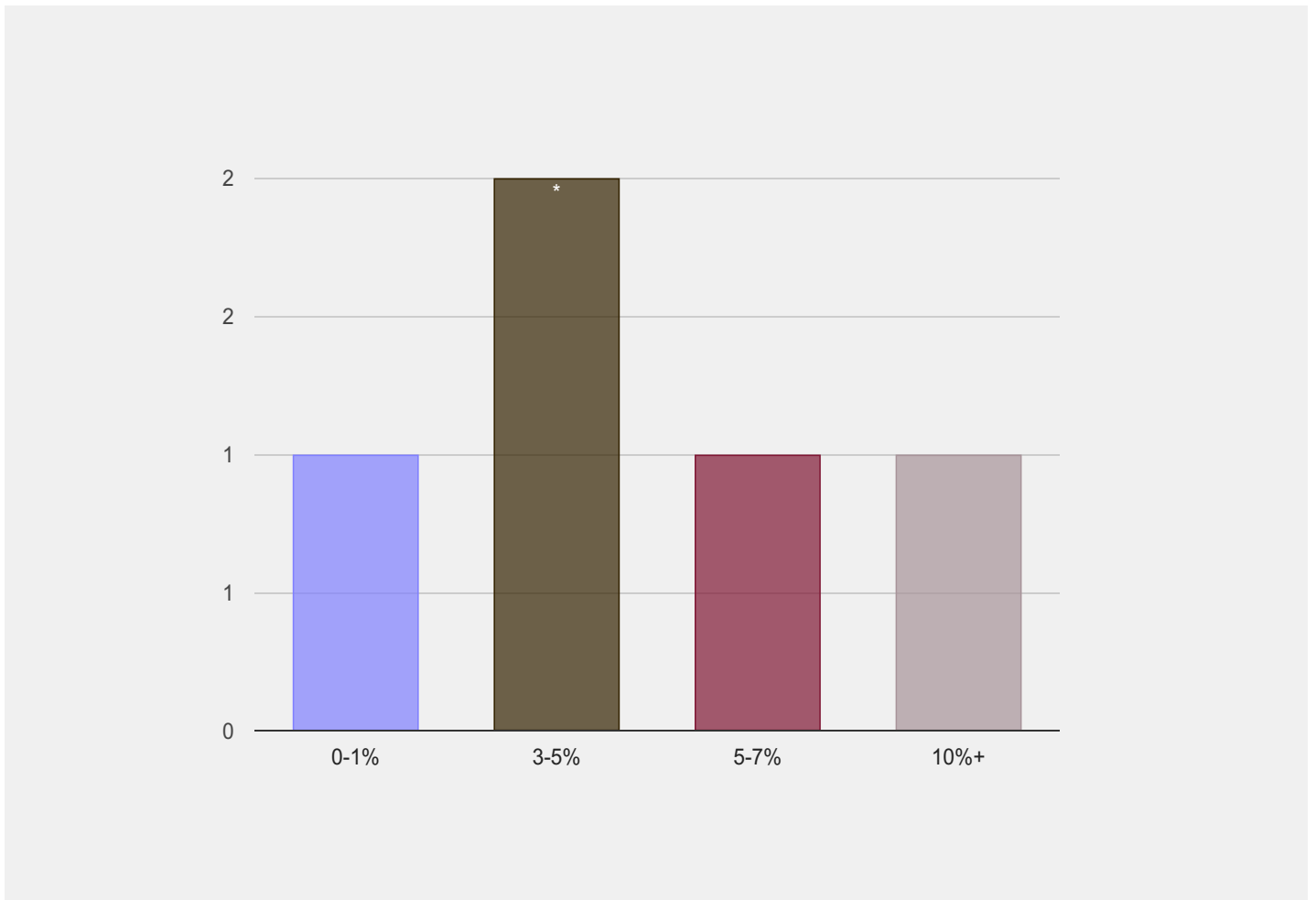
Weekly Hours	Number of Companies	* Includes Your Company	Award Level?
0-10hrs	1		
30-40hrs	1		
40-50 hrs	2	✓ Includes Your Company	
60+ hrs	1		

67) What are your overtime rates?



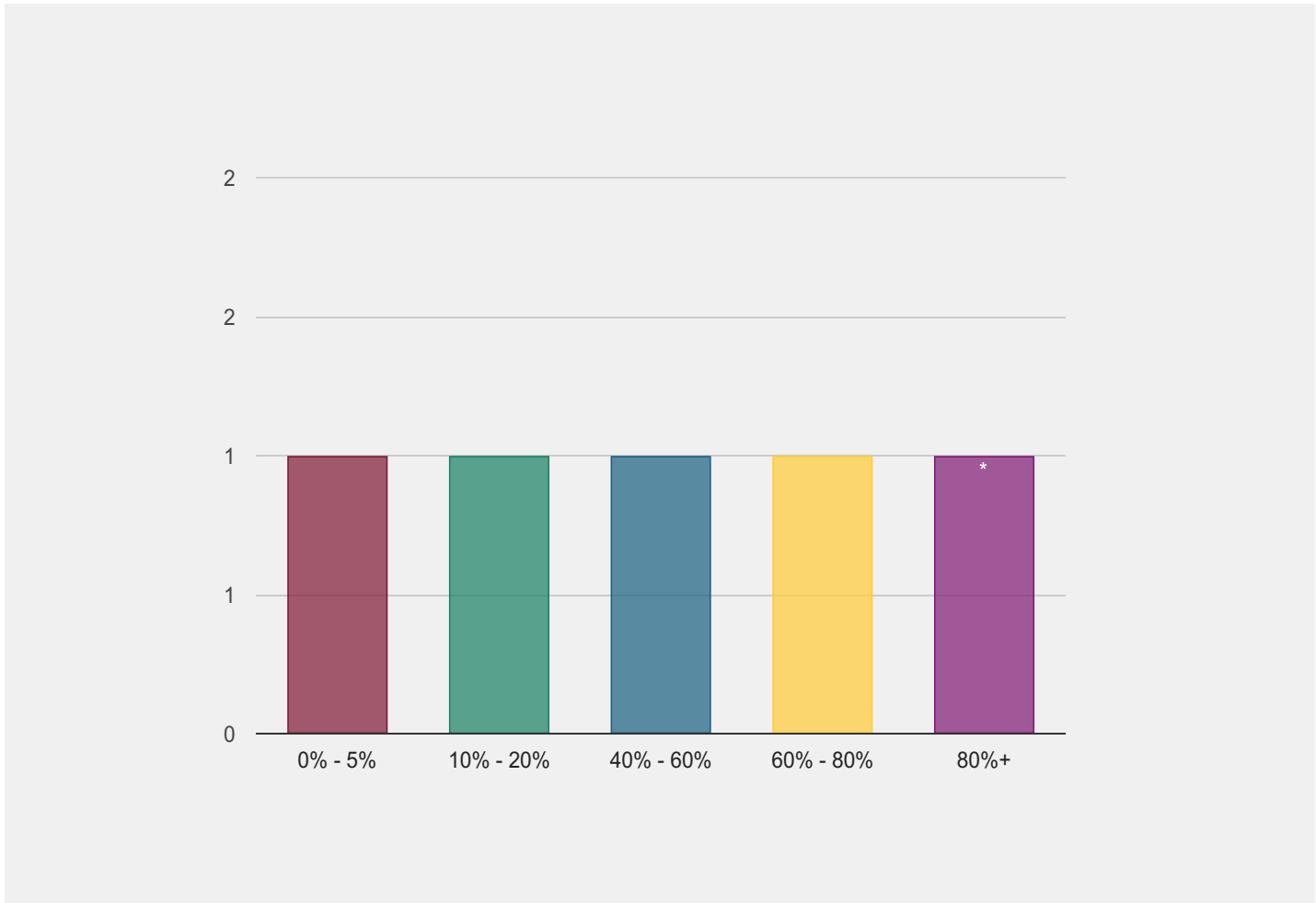
Overtime	Number of Companies	* Includes Your Company	Award Level?
Standard rate	2		n/a
Time and a half	1		n/a
Double time	1	✓ Includes Your Company	n/a
In excess of double time	1		n/a

68) What is your average employee blow out rate over the last year?



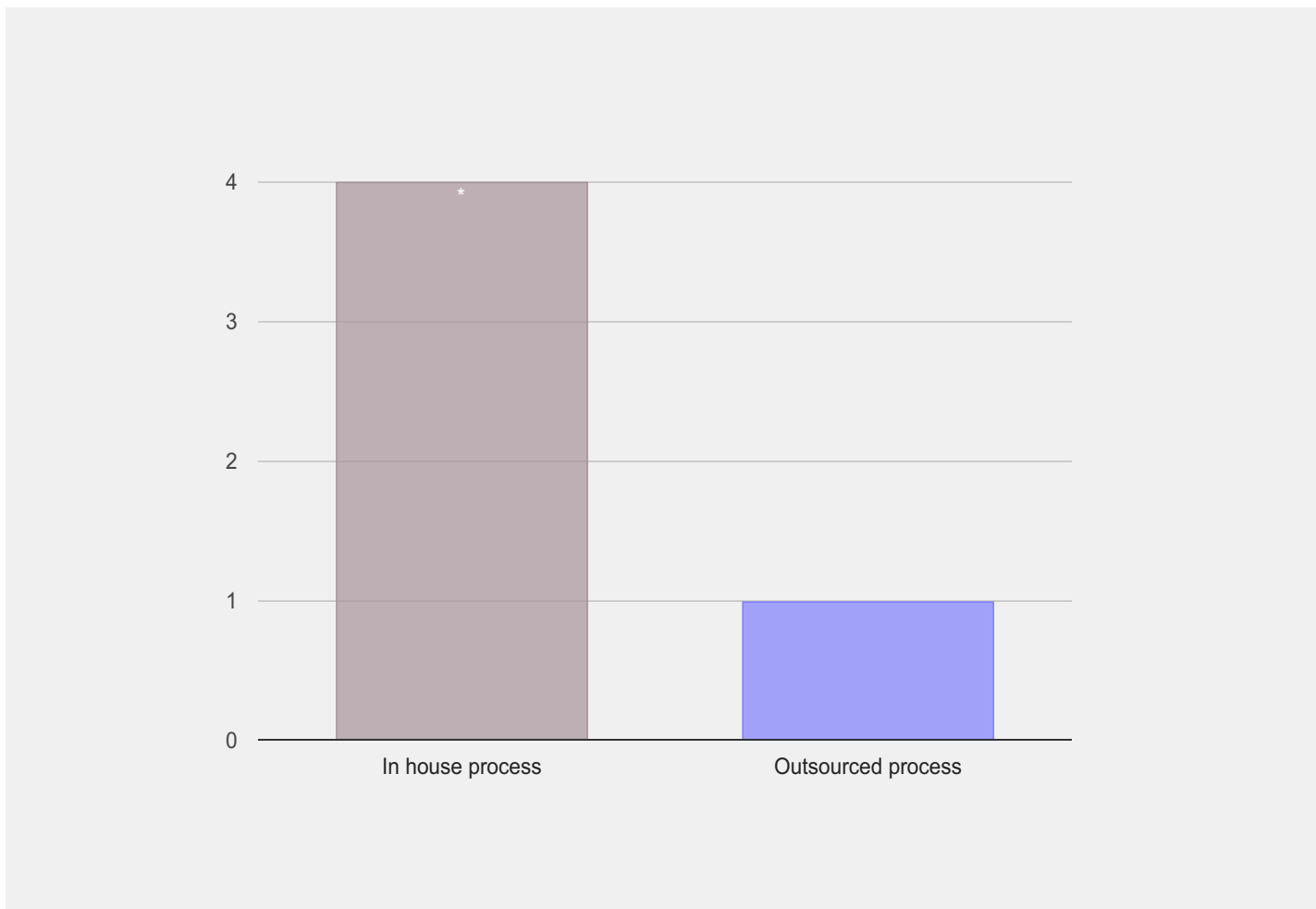
Blowout	Number of Companies	* Includes Your Company	Award Level?
0-1%	1		n/a
3-5%	2	✓ Includes Your Company	n/a
5-7%	1		n/a
10%+	1		n/a

69) What percentage of your eligible employed staff have enrolled into the government pension scheme?



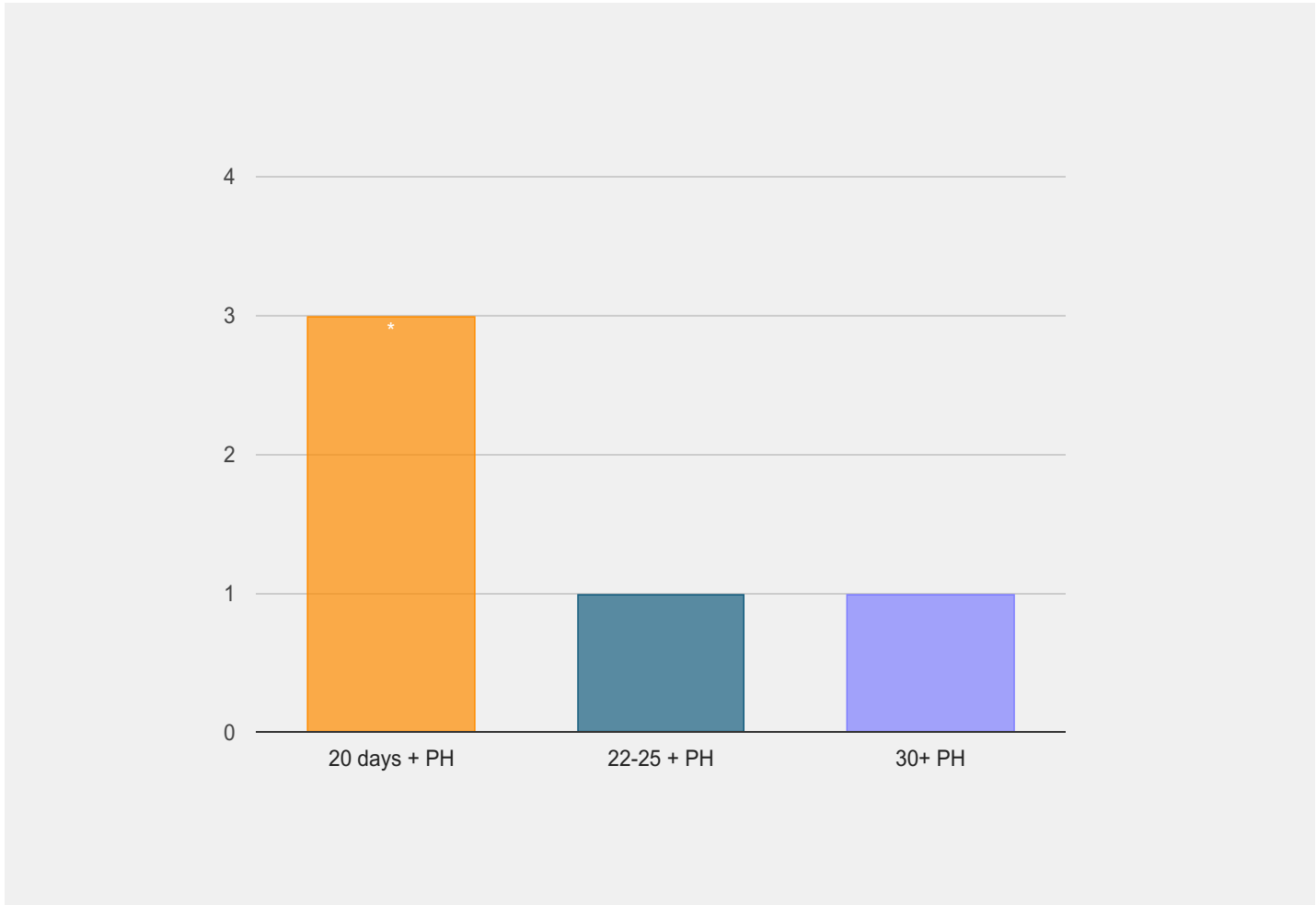
PAYE	Number of Companies	* Includes Your Company	Award Level?
0% - 5%	1		n/a
10% - 20%	1		n/a
40% - 60%	1		n/a
60% - 80%	1		n/a
80%+	1	✓ Includes Your Company	n/a

70) How do you security screen and vet your workers to BS7858?



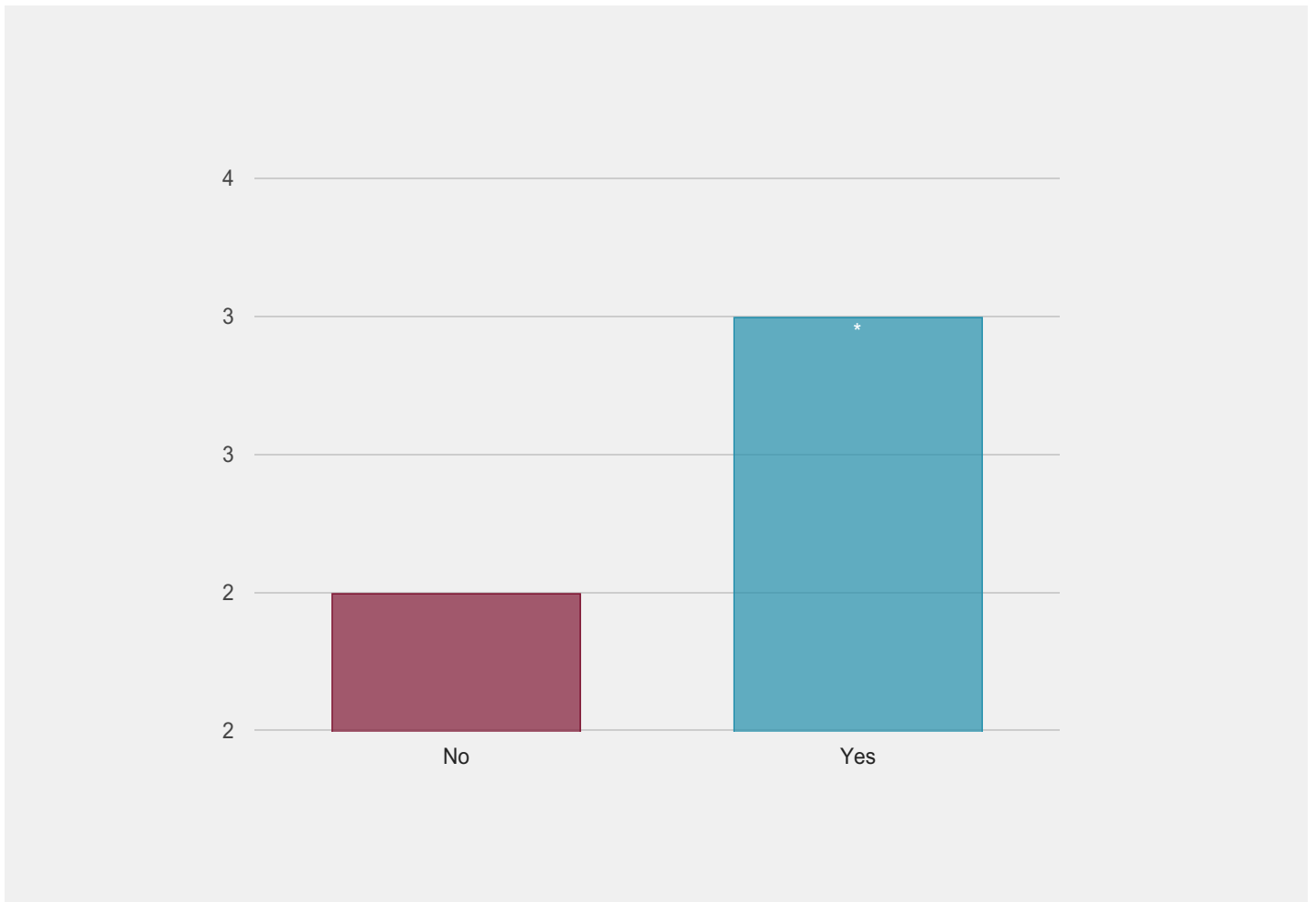
Pension Information	Number of Companies	* Includes Your Company	Award Level?
In house process	4	✓ Includes Your Company	n/a
Outsourced process	1		n/a

71) What Holiday entitlement do you offer (pro-rata)?



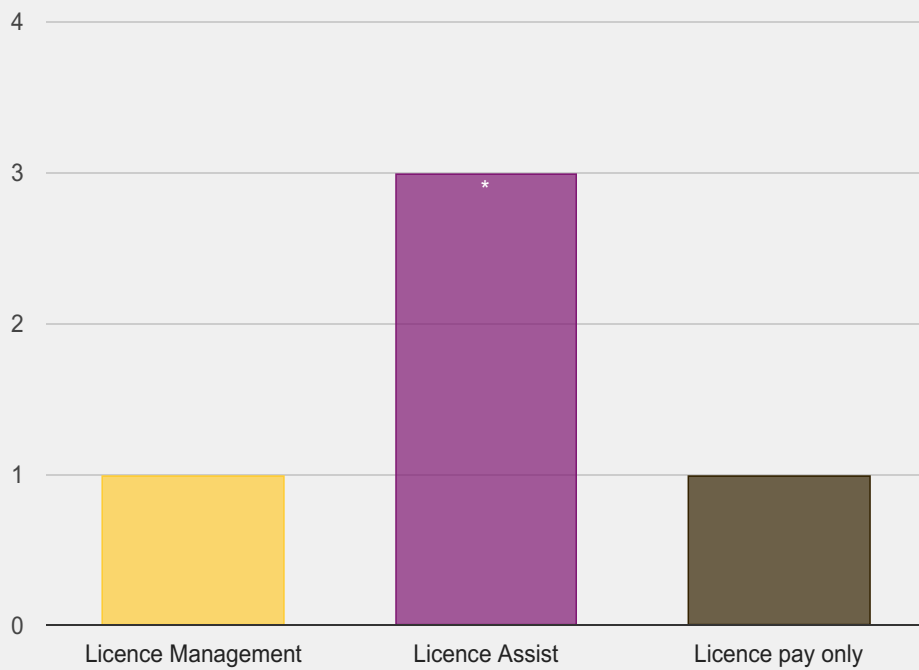
Holiday	Number of Companies	* Includes Your Company	Award Level?
20 days + PH	3	✓ Includes Your Company	n/a
22-25 + PH	1		n/a
30+ PH	1		n/a

72) Do you assist individuals to obtain an SIA licence?



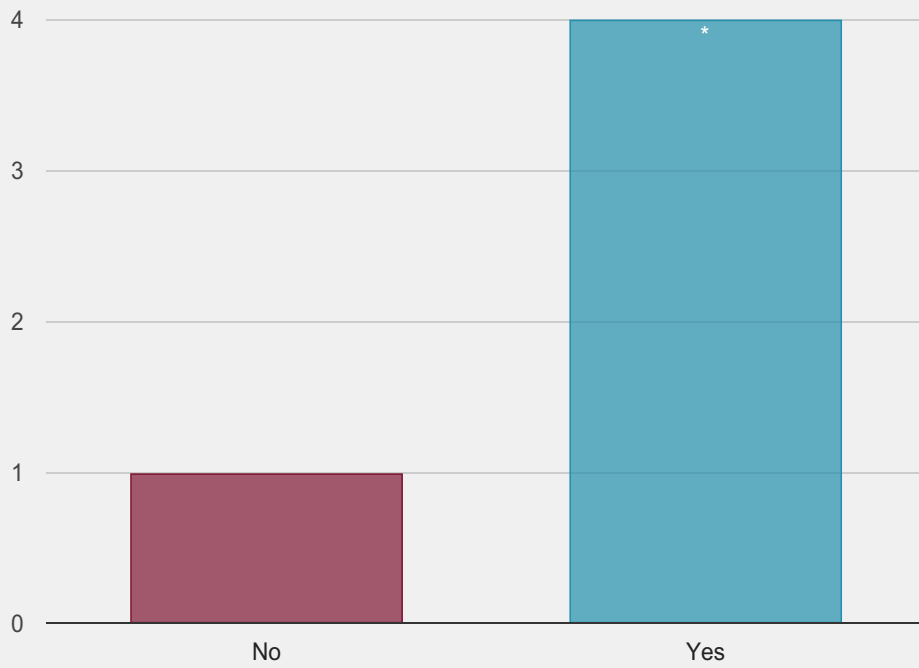
Answer	Number of Companies	* Includes Your Company	Award Level?
No	2		n/a
Yes	3	✓ Includes Your Company	n/a

73) Which SIA licensing portal do you use?



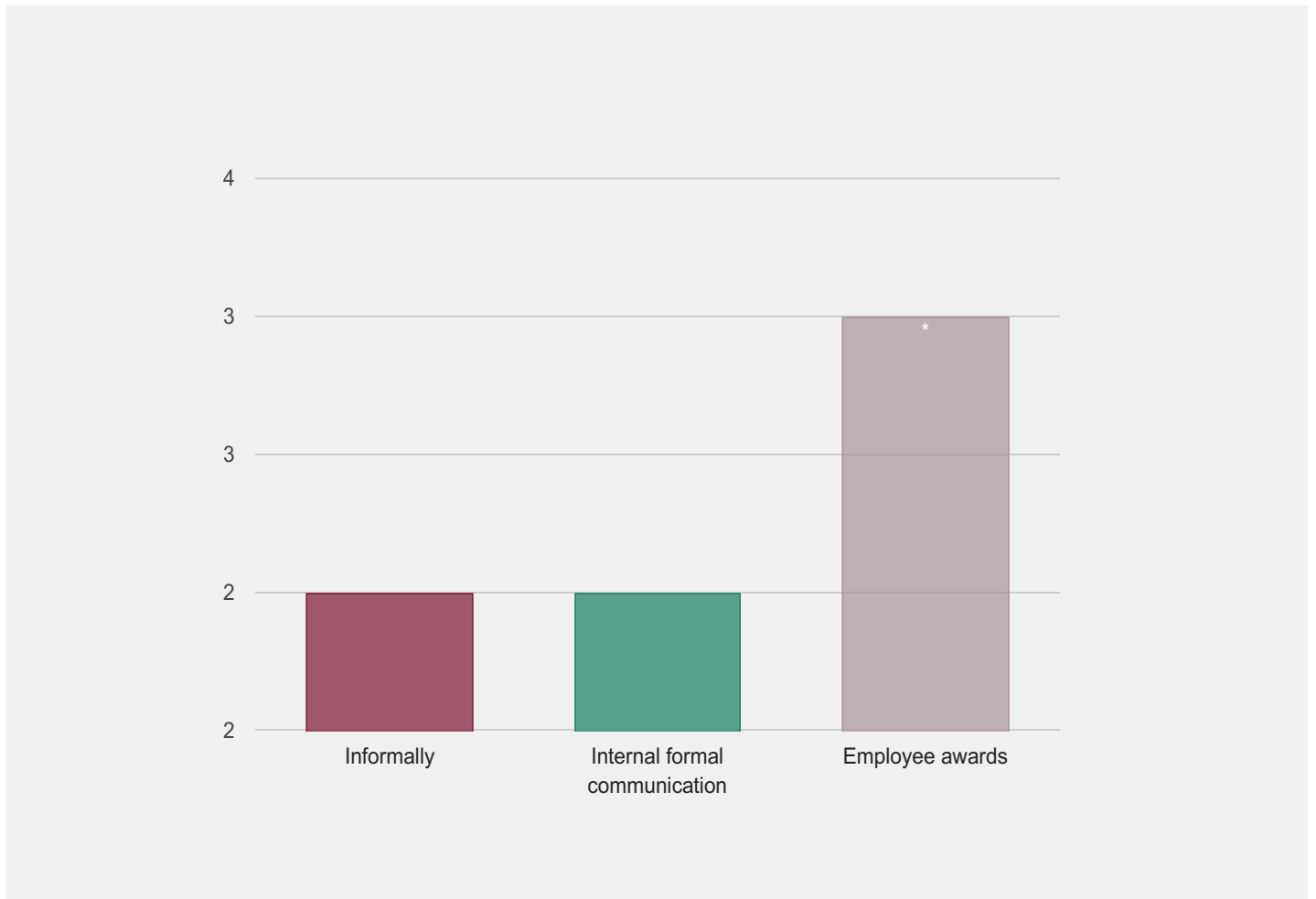
Licence Portal	Number of Companies	* Includes Your Company	Award Level?
Licence Management	1		n/a
Licence Assist	3	✓ Includes Your Company	n/a
Licence pay only	1		n/a

74) Do you run an apprentice or Jobseekers back to work scheme?



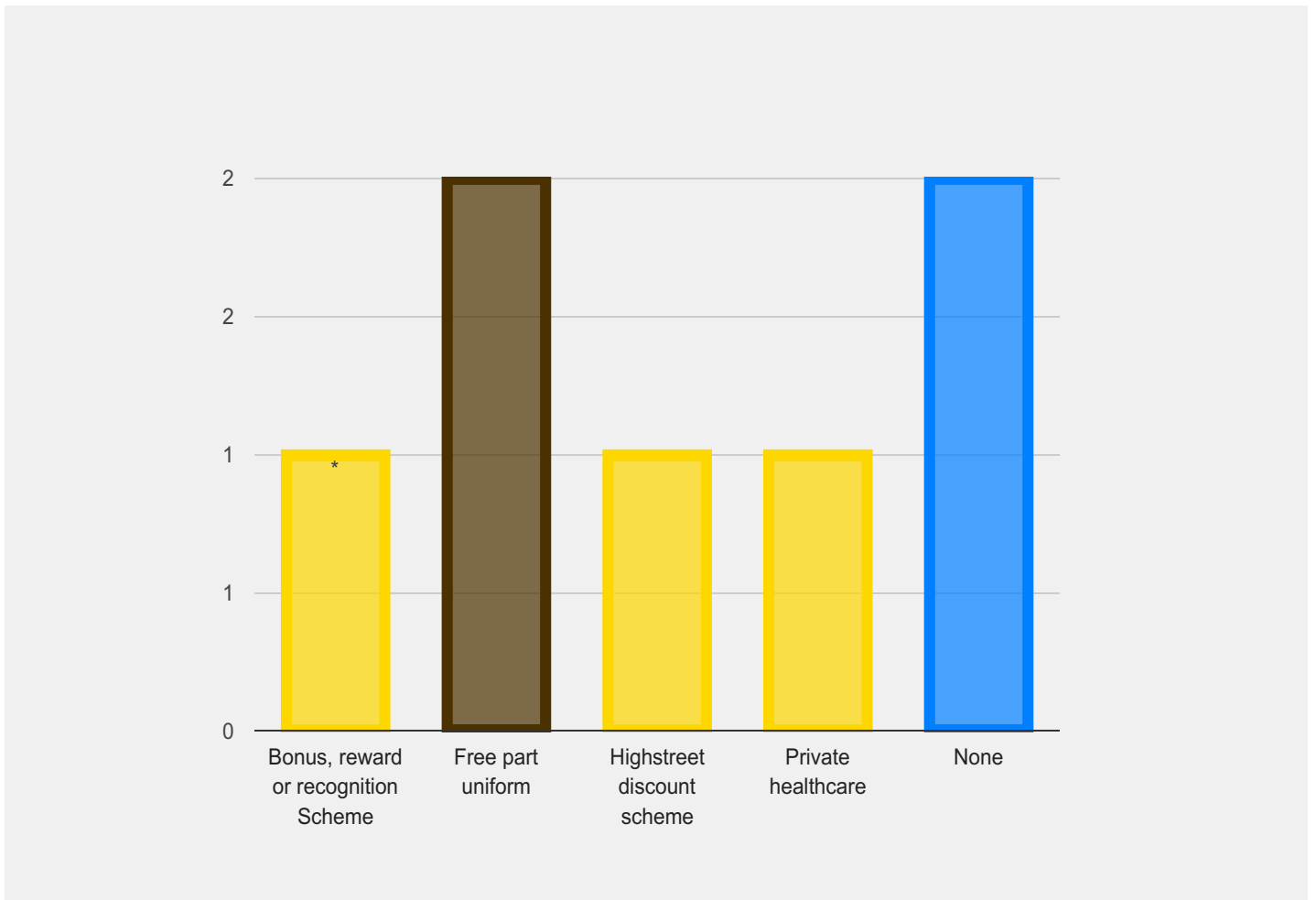
Answer	Number of Companies	* Includes Your Company	Award Level?
No	1		n/a
Yes	4	✓ Includes Your Company	n/a






75) How do you recognise the good performance of your staff?



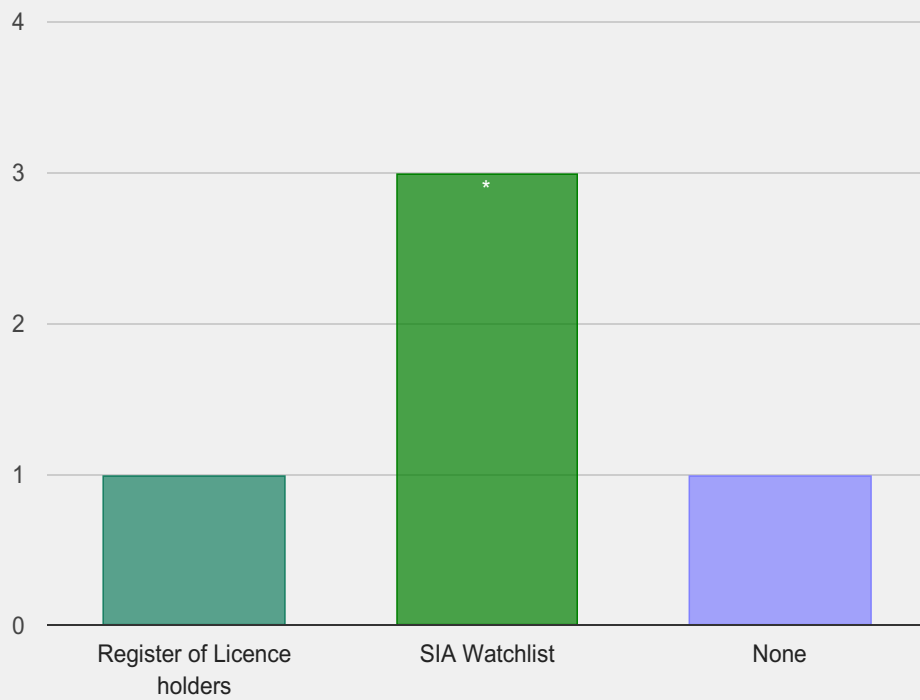
Performance	Number of Companies	* Includes Your Company	Award Level?
Informally	2		n/a
Internal formal communication	2		n/a
Employee awards	3	✓ Includes Your Company	n/a

76) CORE CRITERIA 15 - Do you offer any welfare and benefits to staff?



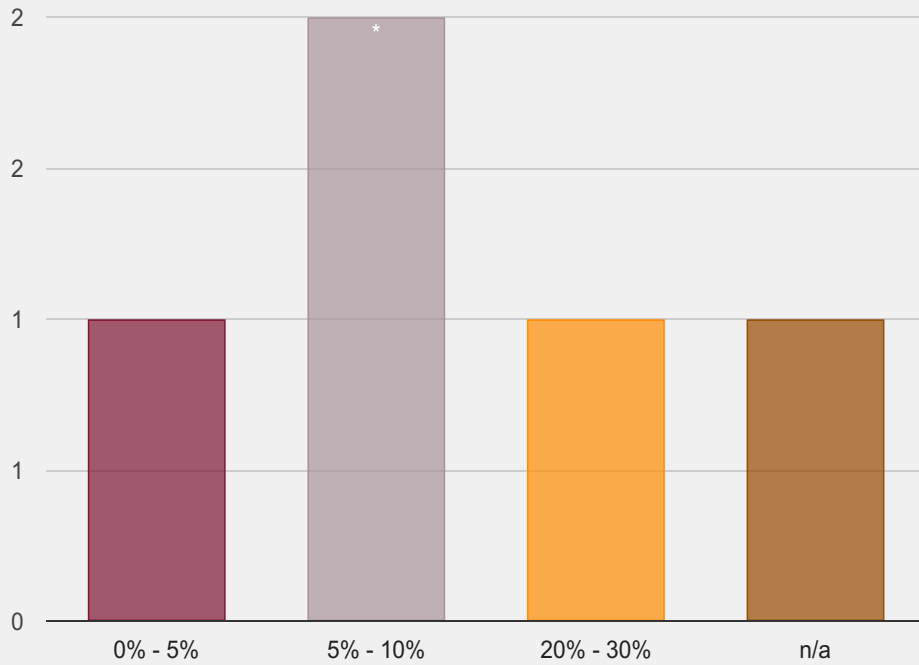
Welfare	Number of Companies	* Includes Your Company	Award Level?
Bonus, reward or recognition Scheme	1	✓ Includes Your Company	
Free part uniform	2		
Highstreet discount scheme	1		
Private healthcare	1		
None	2		

77) How do you verify the validity of your SIA licences?



Validity	Number of Companies	* Includes Your Company	Award Level?
Register of Licence holders	1		n/a
SIA Watchlist	3	✓ Includes Your Company	n/a
None	1		n/a

78) What percentage of employees have been subject to limited right to remain in the UK (Subject to a Visa) in the last 12 months ?



PAYE	Number of Companies	* Includes Your Company	Award Level?
0% - 5%	1		n/a
5% - 10%	2	✓ Includes Your Company	n/a
20% - 30%	1		n/a
n/a	1		n/a