

# GENDER PAY GAP REPORT 2023



This is our 6th gender pay gap report setting out the pay and bonus gap between men and women in the 12 business entities within scope of the regulations. One additional business (Total Security Services TSS) has been added to the total number of businesses in the report. This entity was reported separately in 2022 as it was only acquired in the year.

Overall, 5 of the businesses show a smaller gender pay gap compared to 2022. Compared to 2022, we have more women at senior levels in several businesses and this has contributed to the narrowing of the gap.

Last year we focussed our strategy on narrowing the gaps through recruitment and developing and retaining more women in our businesses not just at the senior levels but at all levels. This focus was part of our broader commitment to our diversity, equity and inclusion (DE&I) objectives.

From a recruitment perspective, we continued our review of the resourcing processes with an emphasis on diversity, equity and inclusion (DE&I). In identifying applicants we considered carefully how we were attracting candidates, as well as the organisations we engaged with, to help with this work. We also refreshed what we say and display in our marketing of roles to allow greater diversity in our interview shortlists.

During the year, our UK&I Inclusion Council matured and is building a better understanding of the importance of DE&I. This council is at the heart of our Company's value on caring. This value underpins everyone feeling valued for their contribution and views, and champions the principle of all voices being heard. This year we carried out our first DE&I Survey, the results of which are both informing our actions and helping support a gender balanced pipeline of talented people joining and staying with our organisation.

Also during the year all our businesses embarked on our I-Care Leadership programme which focused on the commitment to the caring value at supervisory, management and leadership levels. This programme has now been rolled out to the majority of our leadership.

One of the qualitative measures of inclusion comes from our Employee Engagement or Pulse Survey. Our most recent feedback shows that engagement levels remain at a very high level for our female population with positive scores of 81% seen in our most recent survey. This feedback together with other metrics being gathered from our DE&I Survey is providing our Inclusion Council with valuable insight which is helping target efforts on recruiting, developing and retaining more people from all under-represented groups, including women.

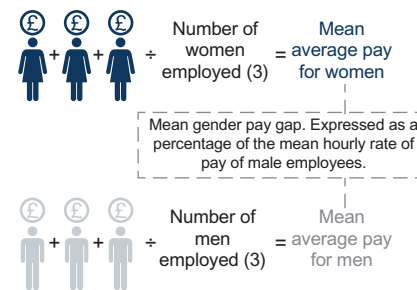
Driving a more diverse and inclusive organisation is crucial for both the ongoing success and longer term sustainability of our organisation. As such we continue to strive to attract more diverse candidates to join our businesses and to create an environment where everyone feels they have a part to play and are able to share their ideas in building the organisation for the future.

I confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Edwards  
Regional HR Director G4S UK&I

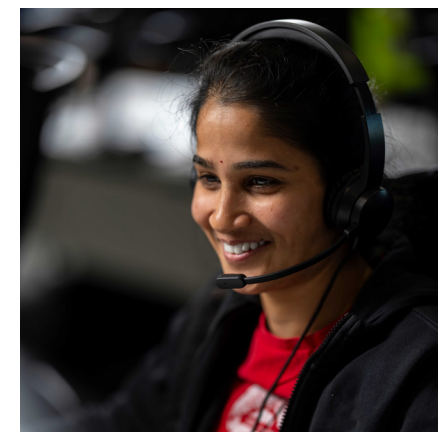
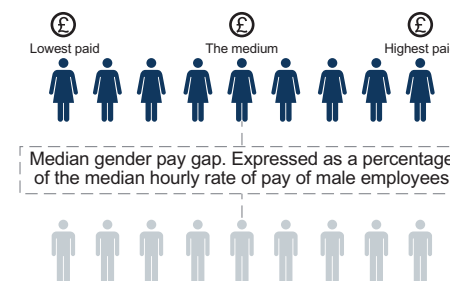
## Calculating the mean difference

The mean percentage pay gap is calculated by adding up the total hourly pay for all women, and dividing it by the number of women employed. This figure is subtracted from the same calculation for all the men to identify the gap.

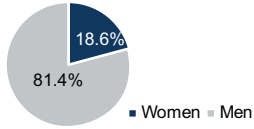


## Calculating the median difference

The median is the middle value when all of the hourly rates of pay for women and men are separately ranked.



**G4S Aviation Services (UK)**  
Limited | Total employees 451



Mean and median pay and bonus

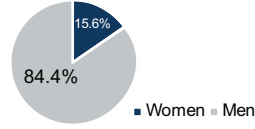
	MEAN	MEDIAN
Gender Pay Gap	-12.8%	-2.8%
Gender Bonus Gap	32.3%	7.2%

Proportion receiving a bonus

3.6% of women received a bonus  
0.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	30.4%	69.6%
Upper middle quartile	21.7%	78.3%
Lower middle quartile	17.4%	82.6%
Lower quartile	13.0%	87.0%

**G4S Secure Solutions (UK)**  
Limited | Total employees 15,038



Mean and median pay and bonus

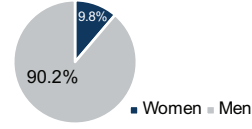
	MEAN	MEDIAN
Gender Pay Gap	-1.1%	-1.0%
Gender Bonus Gap	36.6%	-27.3%

Proportion receiving a bonus

2.6% of women received a bonus  
2.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	18.1%	81.9%
Upper middle quartile	15.7%	84.3%
Lower middle quartile	18.5%	81.5%
Lower quartile	10.0%	90.0%

**G4S Security Services (UK)**  
Limited | Total employees 559



Mean and median pay and bonus

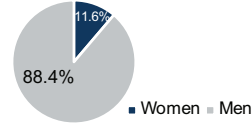
	MEAN	MEDIAN
Gender Pay Gap	-1.4%	-0.1%
Gender Bonus Gap	44.8%	15.0%

Proportion receiving a bonus

1.8% of women received a bonus  
1.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	9.1%	90.9%
Upper middle quartile	10.6%	89.4%
Lower middle quartile	10.4%	89.6%
Lower quartile	9.0%	91.0%

**Allied Universal® Europe Ltd.**  
Limited | Total employees 424



Mean and median pay and bonus

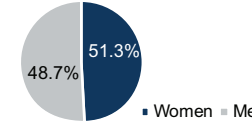
	MEAN	MEDIAN
Gender Pay Gap	1.4%	-1.1%
Gender Bonus Gap	100.0%	100.0%

Proportion receiving a bonus

0.0% of women received a bonus  
2.1% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	13.0%	87.0%
Upper middle quartile	11.6%	88.4%
Lower middle quartile	11.4%	88.6%
Lower quartile	11.4%	88.6%

**G4S Care & Justice Services (UK)**  
Limited | Total employees 3,043



Mean and median pay and bonus

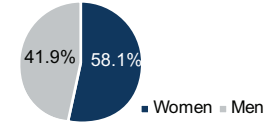
	MEAN	MEDIAN
Gender Pay Gap	5.9%	2.2%
Gender Bonus Gap	32.7%	7.1%

Proportion receiving a bonus

13.1% of women received a bonus  
14.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	45.1%	54.9%
Upper middle quartile	44.2%	55.8%
Lower middle quartile	50.8%	49.2%
Lower quartile	60.1%	39.9%

**G4S Health Services (UK)**  
Limited | Total employees 747



Mean and median pay and bonus

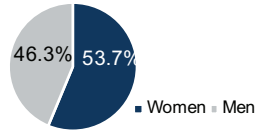
	MEAN	MEDIAN
Gender Pay Gap	-12.4%	-8.3%
Gender Bonus Gap	45.0%	-9.3%

Proportion receiving a bonus

5.3% of women received a bonus  
1.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	79.1%	20.9%
Upper middle quartile	47.5%	52.5%
Lower middle quartile	51.8%	48.2%
Lower quartile	47.5%	52.5%

**G4S Facilities Management (UK)**  
Limited | Total employees 2,121



Mean and median pay and bonus

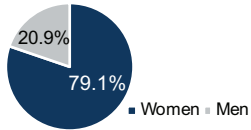
	MEAN	MEDIAN
Gender Pay Gap	17.7%	8.5%
Gender Bonus Gap	33.0%	70.3%

Proportion receiving a bonus

20.2% of women received a bonus  
36.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	33.6%	66.4%
Upper middle quartile	48.7%	
Lower middle quartile	54.0%	46.0%
Lower quartile	70.8%	29.2%

**G4S Government & Outsourcing Services (UK)**  
Limited | Total employees 532



Mean and median pay and bonus

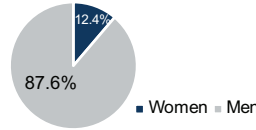
	MEAN	MEDIAN
Gender Pay Gap	-1.9%	0.0%
Gender Bonus Gap	-714.7%	0.0%

Proportion receiving a bonus

1.9% of women received a bonus  
2.7% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	80.7%	19.3%
Upper middle quartile	75.7%	
Lower middle quartile	75.7%	24.3%
Lower quartile	82.6%	17.4%

**G4S Cash Solutions (UK)**  
Limited | Total employees 1,838



Mean and median pay and bonus

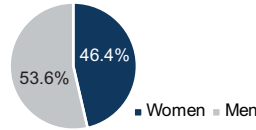
	MEAN	MEDIAN
Gender Pay Gap	-3.2%	-0.7%
Gender Bonus Gap	28.0%	20.1%

Proportion receiving a bonus

18.0% of women received a bonus  
9.4% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	17.7%	82.3%
Upper middle quartile	7.7%	
Lower middle quartile	4.5%	95.5%
Lower quartile	19.0%	81.0%

**G4S Regional Management (UK & I)**  
Limited | Total employees 295



Mean and median pay and bonus

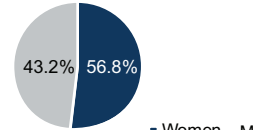
	MEAN	MEDIAN
Gender Pay Gap	26.4%	15.2%
Gender Bonus Gap	72.5%	30.9%

Proportion receiving a bonus

55.5% of women received a bonus  
56.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	31.9%	68.1%
Upper middle quartile	44.4%	
Lower middle quartile	55.6%	44.4%
Lower quartile	52.8%	47.2%

**G4S Cash Centres (UK)**  
Limited | Total employees 618



Mean and median pay and bonus

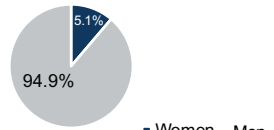
	MEAN	MEDIAN
Gender Pay Gap	11.9%	12.1%
Gender Bonus Gap	13.8%	-3.8%

Proportion receiving a bonus

1.7% of women received a bonus  
8.6% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	43.9%	56.1%
Upper middle quartile	46.2%	
Lower middle quartile	68.2%	31.8%
Lower quartile	66.7%	33.3%

**T.S.S. (Total Security Services)**  
Limited | Total employees 8,191



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	-6.2%	-0.6%
Gender Bonus Gap	100.0%	100.0%

Proportion receiving a bonus

0.0% of women received a bonus  
0.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	7.0%	93.0%
Upper middle quartile	3.9%	
Lower middle quartile	5.3%	94.7%
Lower quartile	3.0%	97.0%