

# GENDER PAY GAP REPORT 2022



This is our fifth Gender Pay Gap (GPG) report setting out the pay and bonus gap between men and women in the 11 business entities within scope of the Regulations.

Overall four of the businesses show a smaller GPG compared to 2021. Some of these, such as Cash Solutions (UK) Ltd, have been impacted by changes in the staffing profile due to the contraction or expansion of services. Having fewer women than men at senior levels continues to be the main cause of gender and bonus pay gaps in many of our businesses because these are the roles where pay and the bonus potential is higher. To help narrow the gaps, we must ensure that our talent pool search is sufficiently broad, training and development opportunities are available and accessible, and job opportunities exist where more women can equally compete for roles at the senior levels but at all levels too. There is commitment to do this as part of our broader diversity, equity and inclusion objectives, but change takes time.

From a recruitment perspective, the focus in the last 12 months has been on reviewing the resourcing process through a diversity, equity and inclusion lens. For example, we have done this by considering where we look for applicants, who we work with to find them, what we say and display in our adverts, and how diverse our shortlists are. A number of workshops covering everything from removing unconscious bias to inclusive advertising imagery and language have helped share ideas and best practices.

Inclusion is at the heart of our new Company value on caring, ensuring everyone feels valued for their contribution and their views and voices are heard. A bespoke development programme focused on I-Care Leadership is being delivered at supervisory, management and leadership levels. It is helping to build a better understanding of the importance of diversity, equity and inclusion and our combined responsibilities for creating an inclusive environment where everyone can develop and grow. Ensuring a gender balanced pipeline of talented people participating in these development programmes is key to affecting change in the wider gender balance of our organisation.

One of the qualitative measures of inclusion comes from our employee engagement survey so it is encouraging to see that engagement levels for women in the UK businesses increased from 76% in 2019 to 79% in our latest survey in 2022. Written responses to the survey provide further insight on concerns and opportunities for creating a more inclusive culture. This feedback and other metrics being gathered will help the newly established Inclusion Council in the UK region target their efforts on recruiting, developing and retaining more people from all under-represented groups including women.

Building a more diverse organisation is crucial not just for narrowing our gender pay and bonus gap but for our wider success and sustainability. We know that the talent needed to be effective in the future is found in people from all backgrounds so we are striving to attract more diverse candidates and to create an environment where everyone feels they belong and are able to share their ideas. We are working hard to create such an environment at G4S and will continue our efforts to do so.

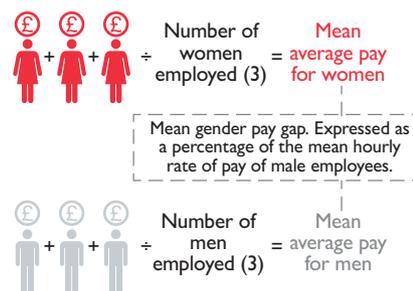
I confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Catherine Hooper**

Chief Human Resources Officer, Allied Universal® – International  
G4S, An Allied Universal® Company

## 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.

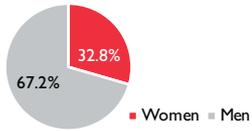


## Calculating the median difference

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 689



Mean and median pay and bonus

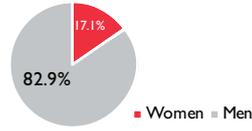
	MEAN	MEDIAN
Gender Pay Gap	1.2%	-1.9%
Gender Bonus Gap	45.4%	45.4%

Proportion receiving a bonus

0.4% of women received a bonus  
0.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	17.7%	82.3%
Upper middle quartile	23.2%	76.8%
Lower middle quartile	22.5%	77.5%
Lower quartile	26.8%	73.2%

**G4S Secure Solutions (UK) Limited** | Total employees 13,927



Mean and median pay and bonus

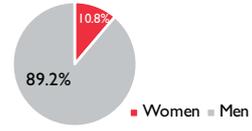
	MEAN	MEDIAN
Gender Pay Gap	-7.0%	-5.8%
Gender Bonus Gap	1.1%	0.0%

Proportion receiving a bonus

2.6% of women received a bonus  
3.4% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.9%	83.1%
Upper middle quartile	11.6%	88.4%
Lower middle quartile	10.5%	89.5%
Lower quartile	9.4%	90.6%

**G4S Security Services (UK) Limited** | Total employees 2,908



Mean and median pay and bonus

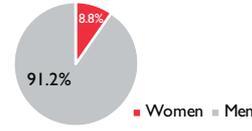
	MEAN	MEDIAN
Gender Pay Gap	-0.5%	-3.2%
Gender Bonus Gap	66.5%	16.7%

Proportion receiving a bonus

2.5% of women received a bonus  
1.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	13.4%	86.6%
Upper middle quartile	9.4%	90.6%
Lower middle quartile	9.2%	90.8%
Lower quartile	11.7%	88.3%

**Allied Universal® Europe Ltd. Limited** | Total employees 499



Mean and median pay and bonus

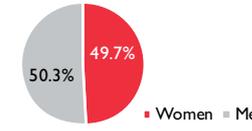
	MEAN	MEDIAN
Gender Pay Gap	-9.0%	-4.9%
Gender Bonus Gap	-8.4%	-60.7%

Proportion receiving a bonus

36.4% of women received a bonus  
29.9% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	13.6%	86.4%
Upper middle quartile	7.3%	92.7%
Lower middle quartile	10.5%	89.5%
Lower quartile	4.0%	96.0%

**G4S Care & Justice Services (UK) Limited** | Total employees 2,871



Mean and median pay and bonus

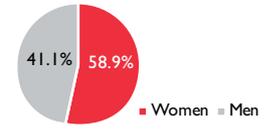
	MEAN	MEDIAN
Gender Pay Gap	3.7%	4.5%
Gender Bonus Gap	25.6%	0.0%

Proportion receiving a bonus

11.1% of women received a bonus  
14.8% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	44.7%	55.3%
Upper middle quartile	41.9%	58.1%
Lower middle quartile	51.2%	48.8%
Lower quartile	56.8%	43.2%

**G4S Health Services (UK) Limited** | Total employees 903



Mean and median pay and bonus

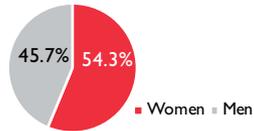
	MEAN	MEDIAN
Gender Pay Gap	-10.3%	-17.2%
Gender Bonus Gap	-73.7%	-7.7%

Proportion receiving a bonus

3.6% of women received a bonus  
14.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	67.8%	32.2%
Upper middle quartile	67.4%	32.6%
Lower middle quartile	45.7%	54.3%
Lower quartile	38.3%	61.7%

**G4S Facilities Management (UK) Limited** | Total employees 2,337



Mean and median pay and bonus

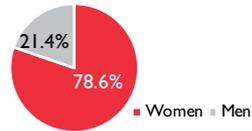
	MEAN	MEDIAN
Gender Pay Gap	15.6%	10.4%
Gender Bonus Gap	47.8%	46.7%

Proportion receiving a bonus

13.6% of women received a bonus  
27.7% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	43.0%	57.0%
Upper middle quartile	44.7%	55.3%
Lower middle quartile	53.6%	46.4%
Lower quartile	71.4%	28.6%

**G4S Government & Outsourcing Services (UK) Limited** | Total employees 360



Mean and median pay and bonus

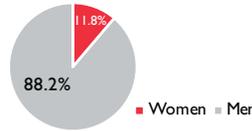
	MEAN	MEDIAN
Gender Pay Gap	23.1%	0.0%
Gender Bonus Gap	83.2%	87.7%

Proportion receiving a bonus

1.1% of women received a bonus  
2.6% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	66.7%	33.3%
Upper middle quartile	86.8%	13.2%
Lower middle quartile	74.7%	25.3%
Lower quartile	90.7%	9.3%

**G4S Cash Solutions (UK) Limited** | Total employees 1,825



Mean and median pay and bonus

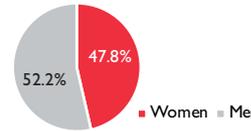
	MEAN	MEDIAN
Gender Pay Gap	-3.8%	-2.0%
Gender Bonus Gap	-135.9%	-3.0%

Proportion receiving a bonus

13.9% of women received a bonus  
6.8% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.1%	83.9%
Upper middle quartile	10.0%	90.0%
Lower middle quartile	0.0%	100.0%
Lower quartile	22.9%	77.1%

**G4S Regional Management (UK & I) Limited** | Total employees 297



Mean and median pay and bonus

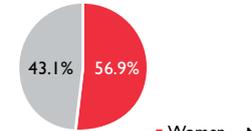
	MEAN	MEDIAN
Gender Pay Gap	31.4%	20.4%
Gender Bonus Gap	54.5%	61.6%

Proportion receiving a bonus

26.8% of women received a bonus  
35.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	26.9%	73.1%
Upper middle quartile	44.8%	55.2%
Lower middle quartile	52.9%	47.1%
Lower quartile	58.8%	41.2%

**G4S Cash Centres (UK) Limited** | Total employees 671



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	11.9%	12.0%
Gender Bonus Gap	38.5%	17.0%

Proportion receiving a bonus

1.3% of women received a bonus  
7.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	41.1%	58.9%
Upper middle quartile	51.0%	49.0%
Lower middle quartile	35.1%	64.9%
Lower quartile	100.0%	0.0%

