

GENDER PAY GAP REPORT 2021



This is our fourth gender pay gap report sharing information on our average pay and bonus gaps between men and women in the 11 G4S businesses covered by the Regulations. The data continues to show that in the majority of our business entities, the gaps that exist are well below the national average of 15.4%, but there remains work to be done.

Our commitment to addressing gender pay gaps and their primary cause, which is the under-representation of women at senior levels in the organisation, remains steadfast. We have continued our focus on removing the barriers in our processes that can hinder rather than help us build a more diverse talent pipeline. This has included developing closer partnerships with executive search agencies who help source senior leaders on our behalf. We have asked them to work harder to identify more candidates from the widest talent pools and commit to delivering shortlists that are more diverse. Internally, we are applying the same rigour and inclusion lens to our talent management, development and succession planning processes so that our leaders of tomorrow better reflect the diverse organisation we want to be.

As well as reviewing our processes, we are extending our metrics and using our Global Inclusion Council to increase awareness of gender imbalance and drive actions to address it. The Council is chaired by business leaders from our International Executive Committee and members have been tasked to focus on the under-representation of women in operational leadership roles as one of the key areas for improvement. We have made progress with 40% of positions on our International Executive Committee now being held by women and a number of key leadership positions across the International business being filled by women in the last year.

Events like our Global Inclusion Week and the celebration of International Women's Day, combined with leadership training on diversity and inclusion are helping to raise awareness of our efforts and the importance of having a more diverse workforce and inclusive workplace. They are also being used as opportunities to enable us to reflect the business we want to be rather than one reflecting the historic gender imbalances across the industry.

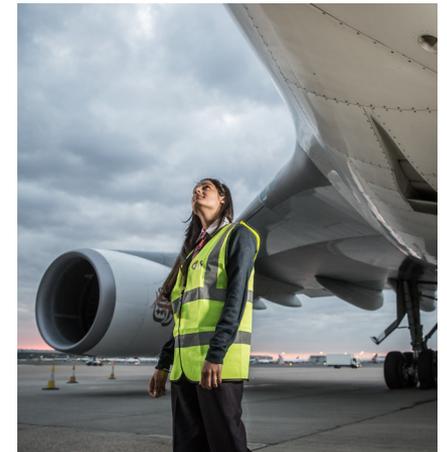
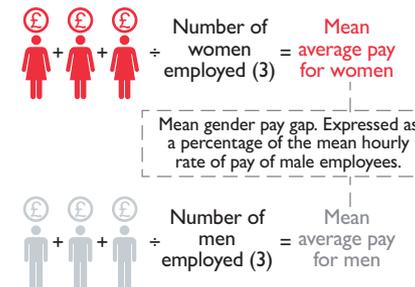
I confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Catherine Hooper

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

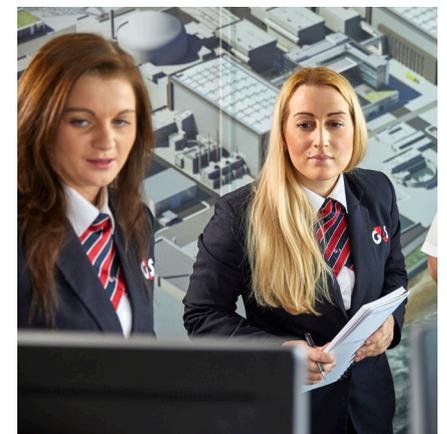
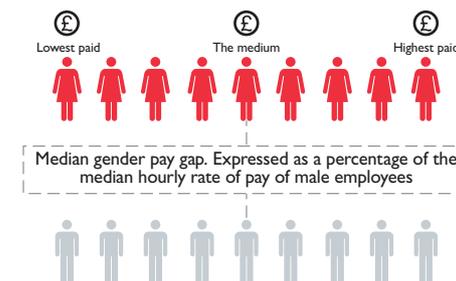
Calculating the mean difference

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.

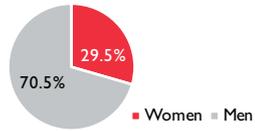


Calculating the median difference

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 662



Mean and median pay and bonus

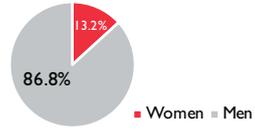
	MEAN	MEDIAN
Gender Pay Gap	0.2%	0.7%
Gender Bonus Gap	506.0%	18351.1%

Proportion receiving a bonus

0.9% of women received a bonus
2.4% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	22.3%	77.7%
Upper middle quartile	17.7%	82.3%
Lower middle quartile	22.3%	77.7%
Lower quartile	22.3%	77.7%

G4S Secure Solutions (UK)
Limited | Total employees 8,637



Mean and median pay and bonus

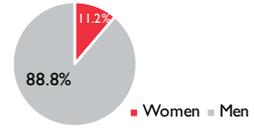
	MEAN	MEDIAN
Gender Pay Gap	1.3%	3.2%
Gender Bonus Gap	40.7%	0.0%

Proportion receiving a bonus

3.4% of women received a bonus
3.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	11.4%	88.7%
Upper middle quartile	12.3%	87.7%
Lower middle quartile	11.5%	88.5%
Lower quartile	15.8%	84.3%

G4S Security Services (UK)
Limited | Total employees 3,156



Mean and median pay and bonus

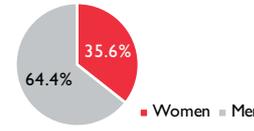
	MEAN	MEDIAN
Gender Pay Gap	2.5%	0.6%
Gender Bonus Gap	73.3%	0.0%

Proportion receiving a bonus

0.9% of women received a bonus
1.1% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	10.3%	89.7%
Upper middle quartile	10.2%	89.8%
Lower middle quartile	10.8%	89.2%
Lower quartile	12.6%	87.4%

G4S Investigation Solutions (UK)
Limited | Total employees 248



Mean and median pay and bonus

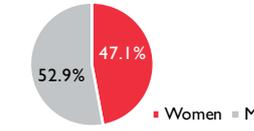
	MEAN	MEDIAN
Gender Pay Gap	27.9%	25.9%
Gender Bonus Gap	70.7%	0.5%

Proportion receiving a bonus

0.9% of women received a bonus
1.1% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	18.4%	81.6%
Upper middle quartile	22.9%	77.1%
Lower middle quartile	50.0%	50.0%
Lower quartile	58.3%	41.7%

G4S Care & Justice Services (UK)
Limited | Total employees 2,674



Mean and median pay and bonus

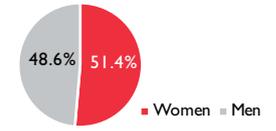
	MEAN	MEDIAN
Gender Pay Gap	6.9%	8.9%
Gender Bonus Gap	5.1%	0.0%

Proportion receiving a bonus

45.5% of women received a bonus
61.4% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	42.2%	57.8%
Upper middle quartile	43.0%	57.0%
Lower middle quartile	44.6%	55.4%
Lower quartile	58.5%	41.5%

G4S Health Services (UK)
Limited | Total employees 761



Mean and median pay and bonus

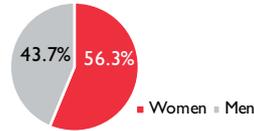
	MEAN	MEDIAN
Gender Pay Gap	-12.3%	-9.5%
Gender Bonus Gap	12.1%	20.8%

Proportion receiving a bonus

6.1% of women received a bonus
4.9% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	68.9%	31.1%
Upper middle quartile	48.4%	
Lower middle quartile	45.0%	55.0%
Lower quartile	43.2%	56.8%

G4S Facilities Management (UK)
Limited | Total employees 2,886



Mean and median pay and bonus

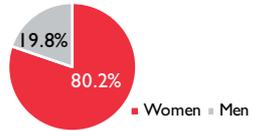
	MEAN	MEDIAN
Gender Pay Gap	16.9%	8.5%
Gender Bonus Gap	66.3%	33.0%

Proportion receiving a bonus

9.8% of women received a bonus
15.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	43.1%	56.9%
Upper middle quartile	48.5%	
Lower middle quartile	51.9%	48.1%
Lower quartile	75.3%	24.7%

G4S Government & Outsourcing Services (UK)
Limited | Total employees 334



Mean and median pay and bonus

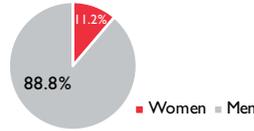
	MEAN	MEDIAN
Gender Pay Gap	0.3%	0.0%
Gender Bonus Gap	2053.4%	2053.4%

Proportion receiving a bonus

0.4% of women received a bonus
1.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	73.1%	26.9%
Upper middle quartile	83.1%	
Lower middle quartile	79.2%	20.8%
Lower quartile	80.5%	19.5%

G4S Cash Solutions (UK)
Limited | Total employees 1,842



Mean and median pay and bonus

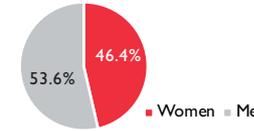
	MEAN	MEDIAN
Gender Pay Gap	-5.8%	-3.3%
Gender Bonus Gap	0.6%	11.6%

Proportion receiving a bonus

18.2% of women received a bonus
10.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	15.7%	84.3%
Upper middle quartile	10.6%	
Lower middle quartile	0.0%	100.0%
Lower quartile	20.5%	79.5%

G4S Regional Management (UK & I)
Limited | Total employees 292



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	25.3%	19.2%
Gender Bonus Gap	58.7%	34.2%

Proportion receiving a bonus

31.0% of women received a bonus
32.9% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	34.8%	65.2%
Upper middle quartile	37.1%	
Lower middle quartile	52.9%	47.1%
Lower quartile	60.9%	39.1%

G4S Cash Centres (UK)
Limited | Total employees 825



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	14.3%	13.8%
Gender Bonus Gap	34.5%	9.8%

Proportion receiving a bonus

2.6% of women received a bonus
7.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	23.8%	76.2%
Upper middle quartile	34.2%	
Lower middle quartile	42.5%	57.5%
Lower quartile	100.0%	0.0%

