

GENDER PAY GAP REPORT 2020



This is our third gender pay gap report and confirms our ongoing commitment to addressing any gaps in our average pay and bonus rates for men and women in the ten legal entities in scope. The mean pay gap for all the UK entities, including the ones with less than 250 employees was -0.2% with a mean bonus gap of 51.1%.

Regardless of the favourable comparison with the national average gender pay gap of 15.5% and many other companies, we remain committed to improvement and have set out our plans for increasing female representation at all levels of the organisation. Having achieved the 40% Boardroom target set out in the Hampton Alexander Review we have turned our attention to the leadership and management pipelines to ensure that we build on this success, not just for gender but for people from black, Asian and minority ethnic groups too who are also under-represented in these populations.

To achieve progress in these areas we are focusing our efforts on processes like recruitment and succession planning, with help from the newly established Inclusion Council, a Group wide forum for developing and implementing approaches to building a more diverse workforce and inclusive workplace. Two separate working groups of volunteers within the Council, led by members of the Group Executive, are looking at how we can best improve representation of women in operational management and of BAME employees in management and leadership roles. Data being gathered as part of a more wide reaching diversity and inclusion survey will help inform their decisions and the plans made.

In the UK, women comprise 28.5% of our total workforce. By the end of 2020 just under 30% of our management population in the UK were women, so there is still much work to do. With sustained efforts from the Inclusion Council we expect to see a year on year improvement in the percentage of women in leadership and are working to achieve this with closer scrutiny in areas like recruitment and succession planning.

We already show our wider commitment to diversity and inclusion in a number of ways such as the celebration of Inclusion Week and our diversity pledge to apprenticeships. We will continue our commitments through the implementation of a new Diversity and Inclusion Policy which sets out the standards of behaviour we expect from our colleagues and contractors across the world to ensure everyone is able to perform to their best and there is no place for behaviours which exclude others in our workplace or interactions with others. We look forward to reporting progress next year.

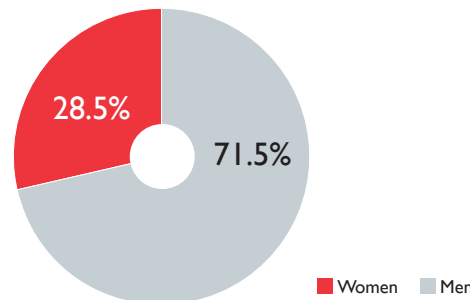
I confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Hooper

Chief Human Resources Officer,
Allied Universal - International

Our Gender Pay Gap - at a glance (as at April 2020) All businesses in scope

Total employees 18,748



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	-0.2%	-0.4%
Gender Bonus Gap	51.1%	25.0%

Proportion receiving a bonus

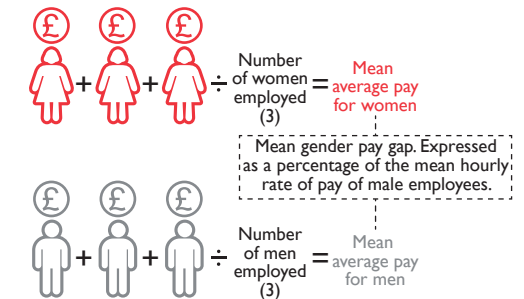
5.4% of women received a bonus

4.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	32.6%	67.4%
Upper middle quartile	24.8%	75.2%
Lower middle quartile	26.6%	73.4%
Lower quartile	30.3%	69.7%

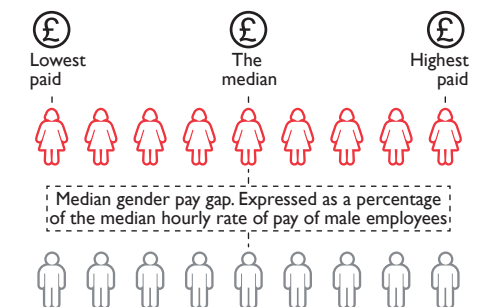
Calculating the mean difference

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.

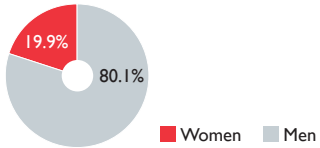


Calculating the median difference

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 341



Mean and median pay and bonus

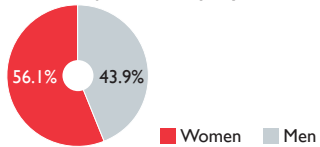
	MEAN	MEDIAN
Gender Pay Gap	1.6%	0.5%
Gender Bonus Gap	-275.9%	-733.3%

Proportion receiving a bonus

0.3% of women received a bonus | 1.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	20.9%	79.1%
Upper middle quartile	18.8%	81.2%
Lower middle quartile	12.9%	87.1%
Lower quartile	27.1%	72.9%

G4S Health Services (UK) Limited | Total employees 754



Mean and median pay and bonus

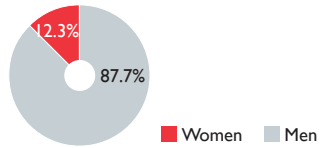
	MEAN	MEDIAN
Gender Pay Gap	-25.2%	-19.9%
Gender Bonus Gap	11.4%	11.8%

Proportion receiving a bonus

5.3% of women received a bonus | 20.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	73.0%	27.0%
Upper middle quartile	70.7%	29.3%
Lower middle quartile	39.2%	60.8%
Lower quartile	41.5%	58.5%

G4S Secure Solutions (UK) Limited | Total employees 5,449



Mean and median pay and bonus

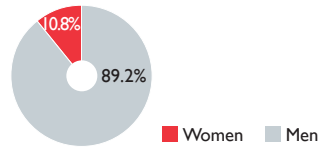
	MEAN	MEDIAN
Gender Pay Gap	-5.5%	-4.9%
Gender Bonus Gap	83.3%	22.7%

Proportion receiving a bonus

2.3% of women received a bonus | 2.0% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.4%	83.6%
Upper middle quartile	12.2%	87.8%
Lower middle quartile	11.2%	88.8%
Lower quartile	9.2%	90.8%

G4S Security Services (UK) Limited | Total employees 2,261



Mean and median pay and bonus

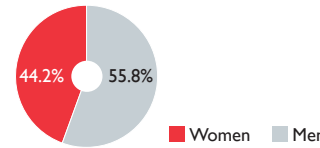
	MEAN	MEDIAN
Gender Pay Gap	-0.1%	-2.5%
Gender Bonus Gap	32.3%	-9.1%

Proportion receiving a bonus

1.9% of women received a bonus | 1.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	12.4%	87.6%
Upper middle quartile	11.7%	88.3%
Lower middle quartile	10.1%	89.9%
Lower quartile	9.0%	91.0%

G4S Investigation Solutions (UK) Limited | Total employees 120



Mean and median pay and bonus

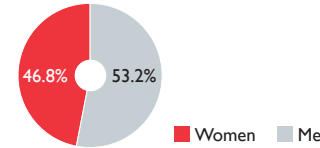
	MEAN	MEDIAN
Gender Pay Gap	40.4%	30.2%
Gender Bonus Gap	30.0%	46.2%

Proportion receiving a bonus

38.9% of women received a bonus | 60.8% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.7%	83.3%
Upper middle quartile	20.0%	80.0%
Lower middle quartile	66.7%	33.3%
Lower quartile	73.3%	26.7%

G4S Care & Justice Services (UK) Limited | Total employees 3,205



Mean and median pay and bonus

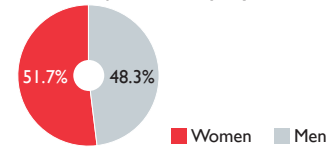
	MEAN	MEDIAN
Gender Pay Gap	6.1%	4.6%
Gender Bonus Gap	42.0%	9.0%

Proportion receiving a bonus

9.5% of women received a bonus | 9.6% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	15.9%	84.1%
Upper middle quartile	7.3%	92.7%
Lower middle quartile	17.3%	82.7%
Lower quartile	57.3%	42.7%

G4S Facilities Management (UK) Limited | Total employees 1,840



Mean and median pay and bonus

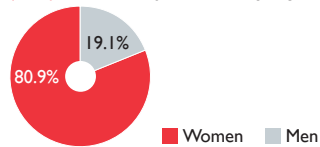
	MEAN	MEDIAN
Gender Pay Gap	16.7%	11.3%
Gender Bonus Gap	53.1%	51.5%

Proportion receiving a bonus

4.0% of women received a bonus | 7.3% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	42.0%	58.0%
Upper middle quartile	45.2%	54.8%
Lower middle quartile	48.7%	51.3%
Lower quartile	71.1%	28.9%

G4S Government & Outsourcing (UK) Limited | Total employees 309



Mean and median pay and bonus

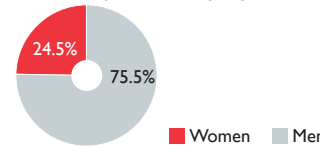
	MEAN	MEDIAN
Gender Pay Gap	2.2%	0.0%
Gender Bonus Gap	-46.2%	-6.8%

Proportion receiving a bonus

2.4% of women received a bonus | 1.5% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	75.6%	24.4%
Upper middle quartile	87.0%	13.0%
Lower middle quartile	80.5%	19.5%
Lower quartile	80.5%	19.5%

G4S Cash Solutions (UK) Limited | Total employees 3,791



Mean and median pay and bonus

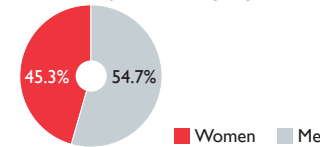
	MEAN	MEDIAN
Gender Pay Gap	13.7%	17.0%
Gender Bonus Gap	43.5%	50.9%

Proportion receiving a bonus

1.1% of women received a bonus | 1.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	15.9%	84.1%
Upper middle quartile	7.3%	92.7%
Lower middle quartile	17.3%	82.7%
Lower quartile	57.3%	42.7%

G4S Regional Management (UK&I) Limited | Total employees 267



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	28.2%	22.2%
Gender Bonus Gap	58.3%	50.0%

Proportion receiving a bonus

38.4% of women received a bonus | 37.2% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	35.8%	64.2%
Upper middle quartile	40.3%	59.7%
Lower middle quartile	47.8%	52.2%
Lower quartile	57.6%	42.4%