## 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 underrepresented 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 $28.5 \%$ or 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
Securing Your World

Our Gender Pay Gap - at a glance (as at April 2020)
All businesses in scope
Total employees 18,748


Proportion receiving a bonus

| $5.4 \%$ <br> of women <br> received a bonus | $4.3 \%$ <br> of men <br> 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.


Median gender pay gap. Expressed as a percentage: of the median hourly rate of pay of male employees


G4S Aviation Services (UK) Limited | Total employees 34|


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


Women Men
Mean and median pay and bonus

|  | MEAN | MEDIAN |
| :---: | :---: | :---: |
| Gender Pay Gap | -25.2\% | -19.9\% |
| Gender Bonus Gap | I 1.4\% | I 1.8\% |
| 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


Women Men
Mean and median pay and bonus

|  | MEAN | MEDIAN |
| :--- | :---: | :---: | :---: |
|  | $-5.5 \%$ | $-4.9 \%$ |
| Gender Pay Gap | $-3.3 \%$ | $22.7 \%$ |
| Gender Bonus Gap | $83.3 \%$ |  |

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


Mean and median pay and bonus


$$
\begin{array}{l|c}
4.0 \% \text { of women } & \begin{array}{c}
7.3 \% \text { of men } \\
\text { received a bonus }
\end{array} \\
\text { received a bonus }
\end{array}
$$

| 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 Security Services (UK) Limited | Total employees 2,26I


Mean and median pay and bonus

|  | MEAN M | MEDIAN |
| :---: | :---: | :---: |
| Gender Pay Gap | -0.1\% | -2.5\% |
| Gender Bonus Gap | 32.3\% | -9.1\% |
| Proportion receiving a bonus |  |  |
| I.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 | 1 1.7\% | 88.3\% |
| Lower middle quartile | 10.1\% | 89.9\% |
| Lower quartile | 9.0\% | 91.0\% |

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

$\square$ Women Men
Mean and median pay and bonus


Proportion receiving a bonus

$$
\begin{array}{c|c}
2.4 \% \text { of women } & \begin{array}{c}
1.5 \% \text { of men } \\
\text { received a bonus a bonus }
\end{array}
\end{array}
$$

| 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 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 |

G4S Cash Solutions (UK)
Limited | Total employees 3,79।


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


| I.I\% of women <br> received a bonus | $1.2 \%$ of men <br> 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 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 <br> received a bonus | 9.6\% of men <br> 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 $\quad 37.2 \%$ of men
received a bonus 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 | $57.6 \%$ | $42.4 \%$ |

[^0]
[^0]:    As at April 2020.

