

# GENDER PAY GAP REPORT 2024

This is our 7th gender pay gap report setting out the pay and bonus gaps between men and women in the 11 business entities within scope of the regulations.

Overall there has been little change in the gender pay gaps reported in most of the businesses in scope. A number of contract and payroll moves in several of the larger businesses account for headcount variations compared to the last report. The reduction in the gender pay gap in Regional Management is noticeable and encouraging, although the proportion of male colleagues in some businesses has increased, which has impacted the gender pay gap and will require additional focus in 2025.

To narrow the pay and bonus gaps identified, efforts to achieve gender balance in all of our businesses through more focused recruitment, development and retention activities continue. In keeping with our wider inclusion strategy this is not just at the senior levels but at all levels of the organisation and not just for women, but for other under-represented groups too.

With the introduction of a new HR system, businesses reviewed all stages in the employee lifecycle from application to appointment, and engagement to exit. Specific recruitment campaigns, updated imagery used in adverts and the development of case studies have all aimed to encourage women to consider a career in this industry, highlighting both the variety of job opportunities and development available. The standardisation of interview and evaluation processes is helping to address the potential for biases impacting objective recruitment and promotion decisions.

During 2024, significant efforts continued to focus on retention of women. Businesses worked hard to achieve accreditation as a Menopause Friendly employer and an informal women's network was established in Secure Solutions, our largest security business. These activities, combined with the continued celebration of events like [International Women's Day](#) and Women in Security awards are helping to build a more inclusive culture internally and promote women's interest externally.

The UK&I Inclusion Council is well established with executive sponsorship and employee participation from a cross-section of businesses and job roles. Feedback from the 2023 D&I survey, and the listening and focus groups that followed it, helped to inform the Council's objectives in a number of areas, including becoming recognised as an [Age Friendly Employer](#) and ensuring our businesses are attractive to people from neurodiverse backgrounds and the LGBTQ+ community. While some of the objectives are not directed at women specifically, there are still benefits from ensuring this is a place where everyone feels welcome.

An increased focus on development opportunities for women, across frontline and leadership levels has resulted in an increase in the percentage of women participating in apprenticeships and the award-winning Next Level Leadership programme. Preparing delegates for more senior strategic roles. The focus on building a more balanced gender pipeline, particularly of women in operational roles, continues to be a priority during succession planning and development reviews.

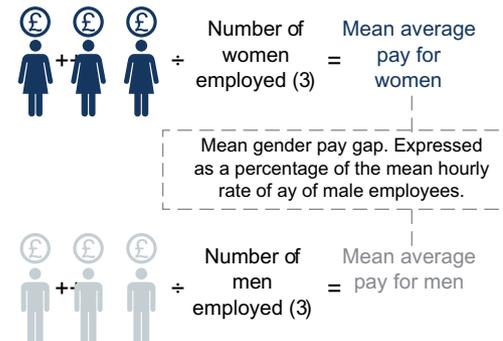
Our aim to ensure we have a more gender-balanced workforce and address outstanding pay and bonus gaps will take time to achieve. Nevertheless, we are confident that our continued focus is making a positive difference and look forward to providing further updates in 2025.

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 - International

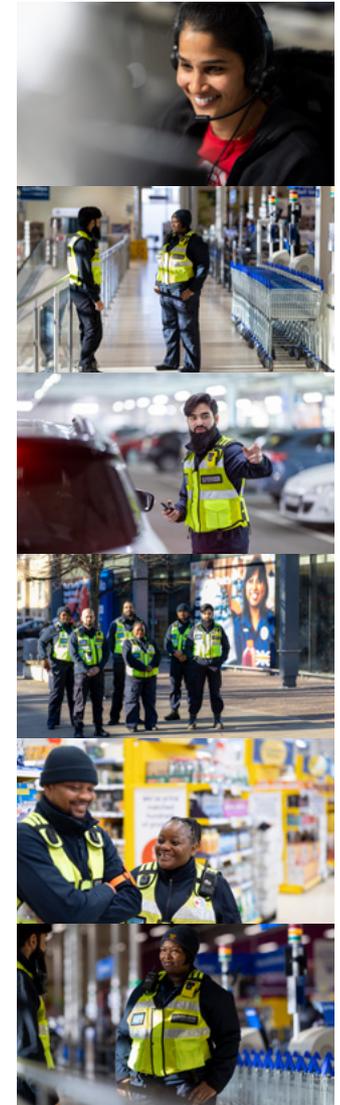
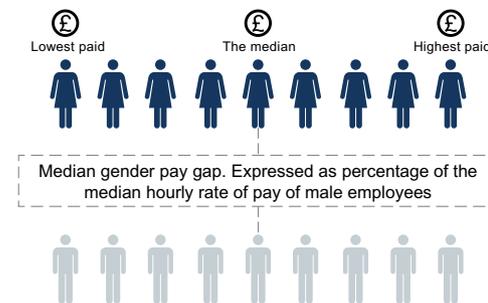
## Calculating the mean difference

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.



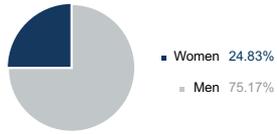
## Calculating the median difference

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 443



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	0.49%	1.89%
Gender Bonus Gap	-88.83%	-578.47%

Proportion receiving a bonus

2.38% of women received a bonus  
2.18% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	15.25%	84.75%
Upper middle quartile	13.79%	86.21%
Lower middle quartile	22.41%	77.59%
Lower quartile	34.48%	65.52%

### G4S Secure Solutions (UK)

Limited | Total employees 16521



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	-1.80%	-2.70%
Gender Bonus Gap	41.10%	-72.54%

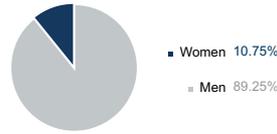
Proportion receiving a bonus

4.01% of women received a bonus  
3.42% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.66%	83.34%
Upper middle quartile	14.97%	85.03%
Lower middle quartile	17.03%	82.97%
Lower quartile	11.08%	88.92%

### G4S Security Services (UK)

Limited | Total employees 335



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	-1.32%	-1.49%
Gender Bonus Gap	100.00%	100.00%

Proportion receiving a bonus

0.00% of women received a bonus  
0.60% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	9.09%	90.91%
Upper middle quartile	13.85%	86.15%
Lower middle quartile	9.23%	90.77%
Lower quartile	6.15%	93.85%

### Allied Universal® Europe Ltd.

Limited | Total employees 410



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	8.00%	0.71%
Gender Bonus Gap	18.93%	-45.99%

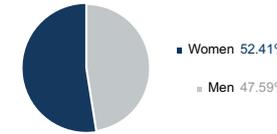
Proportion receiving a bonus

8.16% of women received a bonus  
13.33% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	6.90%	93.10%
Upper middle quartile	10.17%	89.83%
Lower middle quartile	8.47%	91.53%
Lower quartile	8.47%	91.53%

### G4S Care & Justice Services (UK)

Limited | Total employees 2761



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	5.68%	5.10%
Gender Bonus Gap	20.73%	-8.33%

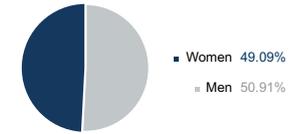
Proportion receiving a bonus

15.49% of women received a bonus  
13.71% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	46.75%	53.25%
Upper middle quartile	44.82%	55.18%
Lower middle quartile	51.78%	48.22%
Lower quartile	64.72%	35.28%

### G4S Health Services (UK)

Limited | Total employees 768



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	-10.90%	0.00%
Gender Bonus Gap	0.00%	-768.72%

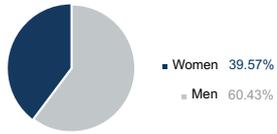
Proportion receiving a bonus

2.07% of women received a bonus  
2.24% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	58.47%	41.53%
Upper middle quartile	42.50%	57.50%
Lower middle quartile	31.67%	68.33%
Lower quartile	44.17%	55.83%

### G4S Facilities Management (UK)

Limited | Total employees 3591



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	11.64%	3.57%
Gender Bonus Gap	53.45%	0.00%

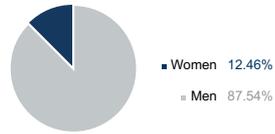
Proportion receiving a bonus

21.77% of women received a bonus  
14.26% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	44.55%	55.45%
Upper middle quartile	55.08%	44.92%
Lower middle quartile	65.25%	34.75%
Lower quartile	67.51%	32.49%

### G4S Cash Solutions (UK)

Limited | Total employees 1701



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	-3.56%	-2.02%
Gender Bonus Gap	-59.02%	-4497.56%

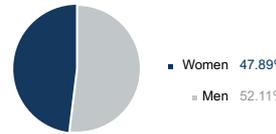
Proportion receiving a bonus

3.07% of women received a bonus  
1.12% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	16.82%	83.18%
Upper middle quartile	9.50%	90.50%
Lower middle quartile	5.70%	94.30%
Lower quartile	17.10%	82.90%

### G4S Regional Management (UK & I)

Limited | Total employees 284



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	15.33%	8.20%
Gender Bonus Gap	32.27%	-34.43%

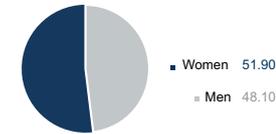
Proportion receiving a bonus

17.52% of women received a bonus  
8.86% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	42.86%	57.14%
Upper middle quartile	44.93%	55.07%
Lower middle quartile	47.83%	52.17%
Lower quartile	52.17%	47.83%

### G4S Cash Centres (UK)

Limited | Total employees 657



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	11.89%	13.48%
Gender Bonus Gap	0.00%	0.00%

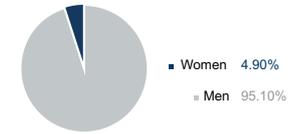
Proportion receiving a bonus

0.00% of women received a bonus  
0.00% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	31.45%	68.55%
Upper middle quartile	42.41%	57.59%
Lower middle quartile	60.13%	39.87%
Lower quartile	74.68%	25.32%

### T.S.S. (Total Security Services)

Limited | Total employees 8103



Mean and median pay bonus

	MEAN	MEDIAN
Gender Pay Gap	-3.16%	-0.52%
Gender Bonus Gap	-309.37%	-1696.4%

Proportion receiving a bonus

0.95% of women received a bonus  
0.66% of men received a bonus

PAY DISTRIBUTION	WOMEN	MEN
Upper quartile	5.36%	94.64%
Upper middle quartile	4.64%	95.36%
Lower middle quartile	3.49%	96.51%
Lower quartile	4.64%	95.36%