



Security & Services
Solutions

Gender Pay Gap Report

2020-2021

Gender Pay Gap Report

GUK has been at the forefront of high quality protection management for over 15 years.

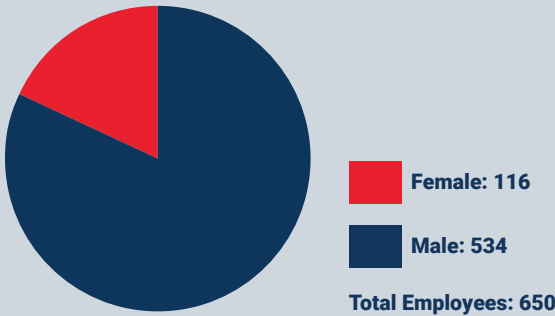
GUK's mission is to be the UK's most respected security and service brand. To do this we will create a culture that supports our people in superb professionalism and customer service. To be recognised for providing superior professional and quality services that customers and clients recommend and our people are proud of.

As with other business across the UK, 2020/21 was a tough turbulent year for all. GUK has been in the thick of Covid-19, working to give continuous service delivery to our clients, the public and our people. With the support of our dedicated diverse workforce, who are at the heart of our business strategy, we are committed to delivering excellence everyday.



Gender Pay Gap Overview

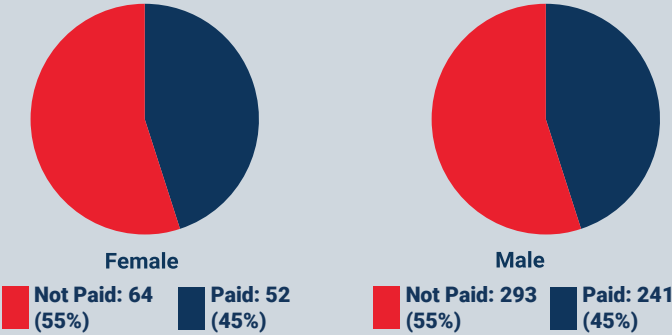
Gender Breakdown



Our Gender Pay Gap

| Our Gender Pay Gap | Median | Mean |
|--------------------|--------|------|
| Gender Pay Gap | -13% | -18% |
| Gender Bonus Gap | 20% | -2% |

Bonus Paid



Pay Quartiles by Gender

The pay quartiles set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

| Quartile/Bank | Males | Females | Quartile/Bank | Males | Females |
|----------------|-------|---------|---------------|-------|---------|
| Lower Quartile | 91% | 9% | Upper Middle | 84% | 16% |
| Gender | 148 | 15 | Gender | 136 | 26 |

| Quartile/Bank | Males | Females | Quartile/Bank | Males | Females |
|---------------|-------|---------|----------------|-------|---------|
| Lower Middle | 84% | 16% | Upper Quartile | 65% | 35% |
| Gender | 136 | 26 | Gender | 148 | 15 |



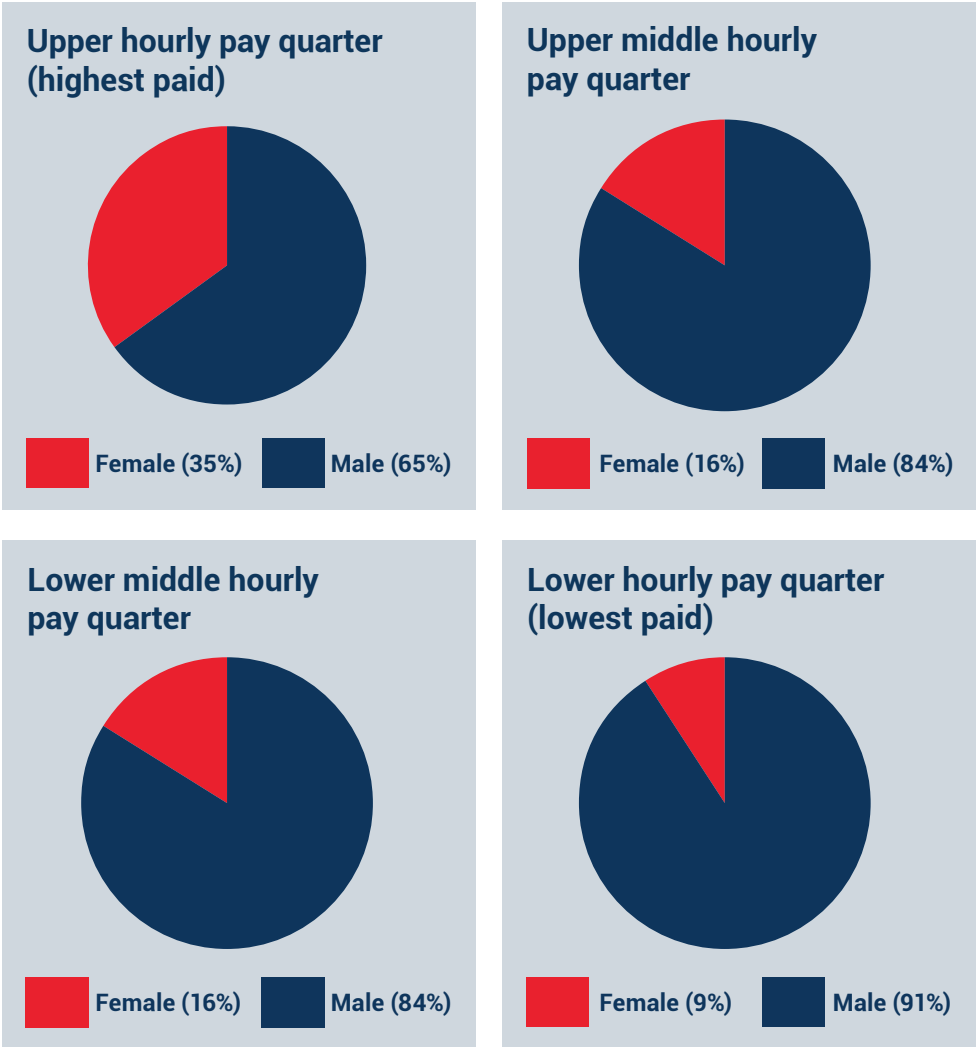
Hourly Pay Gap

In this organisation, women earn £1.13 for every £1 that men earn, when comparing median hourly pay. Their median hourly pay is 13% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 18% higher than men's.

The percentage of women in each pay quarter:

In this organisation, women occupy 35% of the highest paid jobs and 9% of the lowest paid jobs.

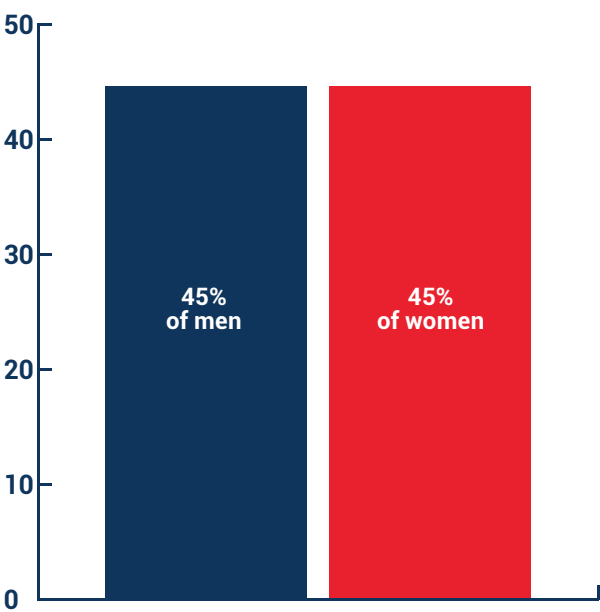


Bonus Pay Gap

In this organisation, women earn 0.80p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 20% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 2% higher than men's.

Who received bonus pay:



Gender Pay Gap Report

The gender pay gap is not the same as equal pay. The gender pay gap is the difference between average male and female pay across the organisation and across all roles. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work.

GUK recognises generally the frontline of the security services industry continues to be occupied predominately by men and this is also reflected in our overall workforce. The roles men and women do across GUK tend to be quite different; therefore GUK continues to be confident men and women are paid equally for doing equivalent roles across our business.

For 2020/21 GUK's gender pay gap review has shown there is no gender pay gap in favour of men. The review has shown we do have a gender pay gap in favour of women. GUK believe this gap continues to be explained by the majority of our frontline roles being occupied by more men than women. The majority of women work in higher paid roles within customer support and reception services.



Gender Pay Gap Overview

Our report shows the workforce divided into four equal-sized groups based on hourly pay rates with the lowest-paid employees in the lower quartile and the highest-paid employees in the upper quartile. In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile.

As we look to the future, our focus is on enhancing our People through our development and recruitment framework. It is always our hope to retain and hire the right person with the right skill set for the right role.

I confirm that the information and data provided is accurate and in line with mandatory requirements for businesses in England, Scotland and Wales



A handwritten signature in black ink that reads 'Michelle Smith'.

Michelle Smith
Chief Executive Officer