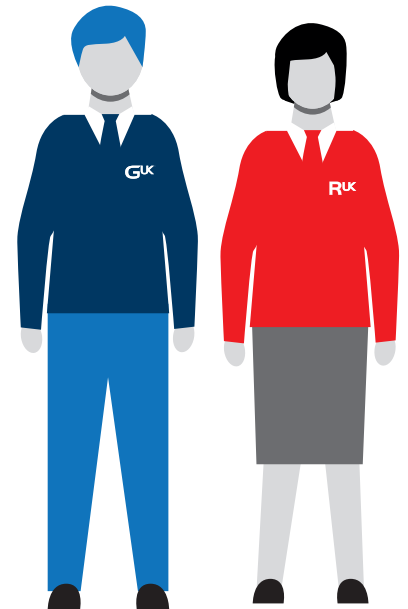


Our 5-Year Diversity Development Initiatives



At GUK we're committed to promoting an open, respectful, and transparent company culture where difference is celebrated and encouraged. We feel it's important that everyone can be their authentic selves at work – and we know an inclusive culture leads to better engagement, increased wellbeing, and reduced sickness. For our customers, that translates to improved service levels, so it really is win-win.

Over the next five years from 2022 to 2027, a key initiative for the GUK leadership team is achieving better gender and age balance across the company. Specifically, we will be encouraging more women and young people to work in the security industry.

We will be working on several more development initiatives in this timeframe, including:

Fostering an inclusive environment

- We want all our people to know they are an integral part of GUK, and together we will create an inclusive culture where everyone can contribute to growing the business while also creating an even better working life.
- We will ensure the external presentation of our employer brand represents diversity and inclusion.

Better understanding the individuality of our workforce

- We aim to ensure everyone understands their personal responsibility to promote equality and inclusive practice.
- We will conduct regular data analysis to understand the demographic of our workforce at all levels to celebrate our diverse workforce and look at where change may be required.

Encouraging diversity of thought

- We'll develop existing learning around equality, diversity, and inclusion and create new opportunities to raise awareness and develop knowledge in this area.