



Security & Services  
Solutions

# Gender Pay Gap Report

2022-2023

# Gender Pay Gap Report

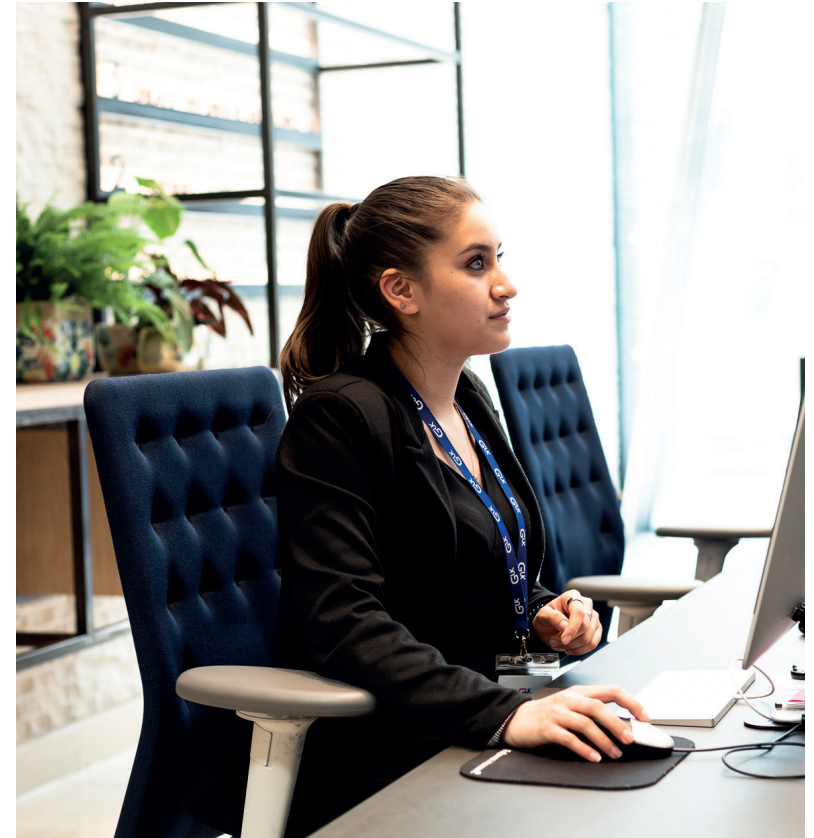
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**For over two decades, GUK has led the way in high quality protection management. With a portfolio encompassing over 2,500 sites nationwide and a workforce exceeding 550, we've consistently delivered excellence.**

Our ethos revolves around modern security and customer service solutions spanning diverse sectors, all rooted in family values and heritage. At GUK, we foster a culture that champions unparalleled professionalism and customer care, ensuring our team members receive support, training and career progression. This ethos directly translates into the outstanding services our clients wholeheartedly endorse, while nurturing a sense of pride within our committed staff.

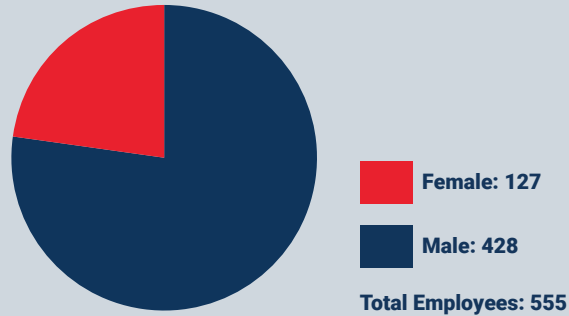
Our Gender Pay Gap Report underscores our commitment to fairness, showcasing an even distribution of wages across genders. Despite the male majority within our ranks, women occupy higher-paying roles in customer care, concierge, and receptionist positions.

These pay differentials reflect various factors, including the level of expertise, responsibility, and qualifications inherent to each role, as well as market dynamics and industry norms. GUK stands firm in our pledge to ensure equal pay for equivalent roles, irrespective of gender.



# Gender Pay Gap Overview

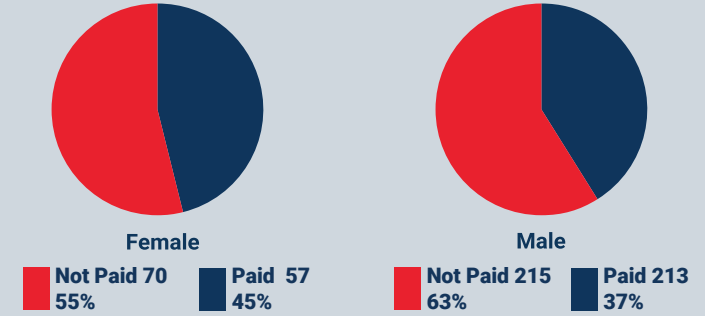
## Gender Breakdown



## Our Gender Pay Gap

Our Gender Pay Gap	Median	Mean
Gender Pay Gap	-16.11%	-30.34%
Gender Bonus Gap	-13.32%	0%

## 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	92.97%	7.03%	Upper Middle	83.46%	16.54%
Gender	119	9	Gender	106	21
Quartile/Bank	Males	Females	Quartile/Bank	Males	Females
Lower Middle	88.28%	11.72%	Upper Quartile	51.56%	48.44%
Gender	113	15	Gender	66	62

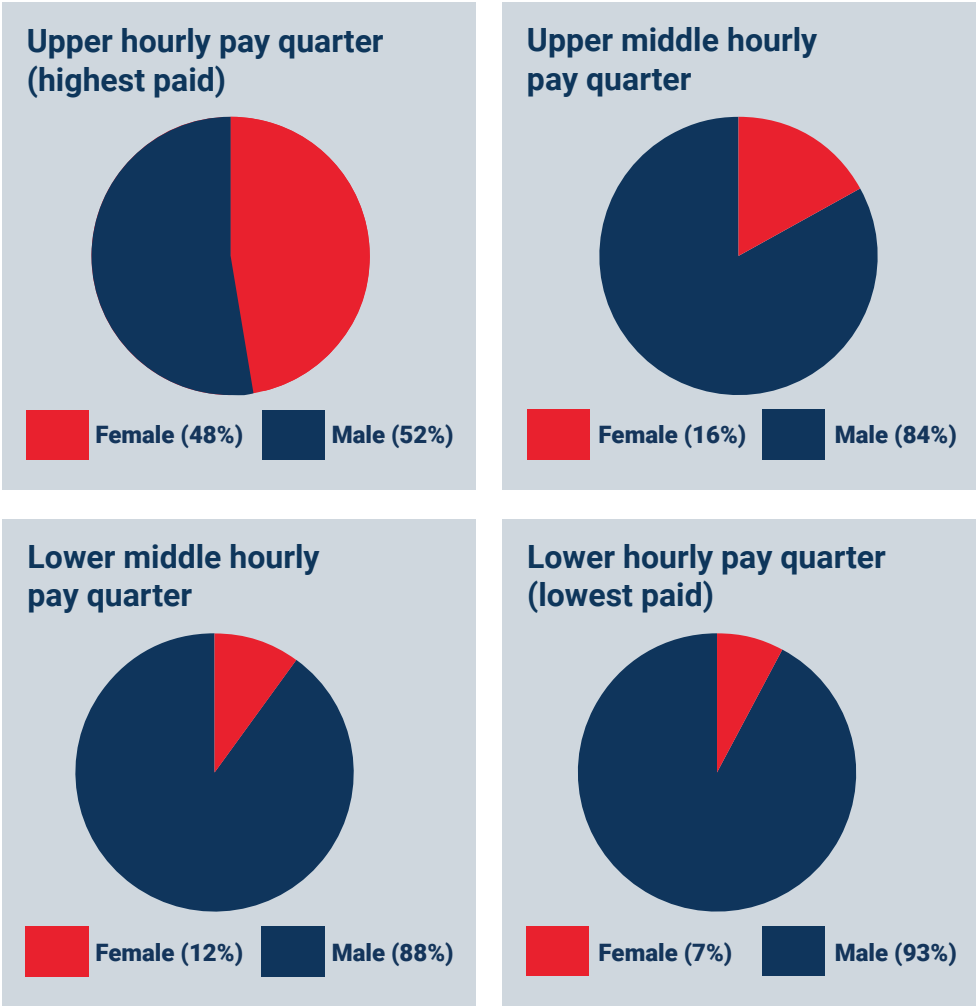


# Hourly Pay Gap

In this organisation, women earn £1.30 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 16% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 30% higher than men's.

**The percentage of women in each pay quarter:**  
In this organisation, women occupy 48% of the highest paid jobs and 7% of the lowest paid jobs.

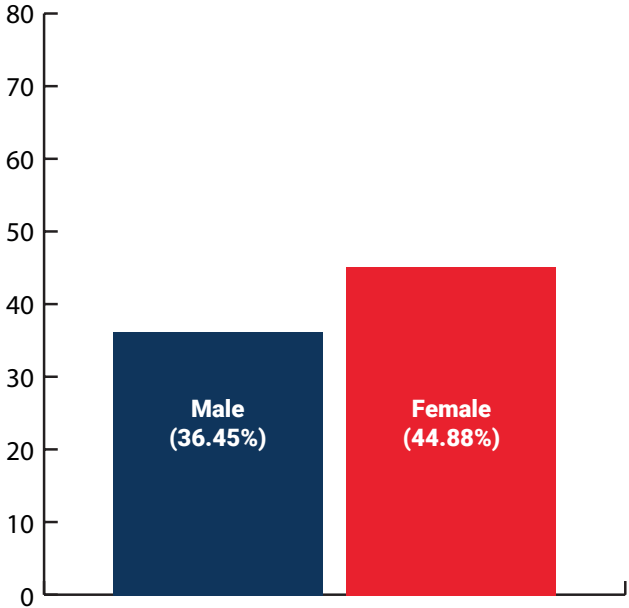


# Bonus Pay Gap

In this organisation, women earn £1.13 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.

When comparing mean (average) bonus pay, women's mean bonus pay is 6% higher than men's.

## Who received bonus pay:



# Gender Pay Gap Overview

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**The Gender Pay Gap serves as a measure of equality, revealing the disparity in average earnings between genders.**

In the frontline security service industry, men predominantly occupy roles, while customer care, concierge, and receptionist positions are largely filled by women. At GUK, we uphold a commitment to promoting gender diversity across all roles and industries, ensuring equitable pay for equivalent positions regardless of gender.

There has not been any significant change between the 2022 and 2023 Gender Pay Gap reviews. Although men are the majority within GUK, the Gender Pay Gap favors women due to their dominance in higher-paying roles, particularly in customer care and reception services.



*Michelle Smith*

Michelle Smith  
Chief Executive Officer