



Security & Services  
Solutions

# Gender Pay Gap Report

2023-2024

# Gender Pay Gap Report

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**For more than 20 years, GUK has been a leader in delivering professional protection and security services across the UK. With a workforce of over 600 team members and a presence at more than 2,000 locations nationwide, we are proud to provide trusted, modern solutions grounded in family values and a people-first culture.**

Our services span diverse sectors, blending cutting-edge security with exceptional customer care. We invest in our people through training, support, and clear career pathways, building a team is skilled and proud to deliver excellence every day.

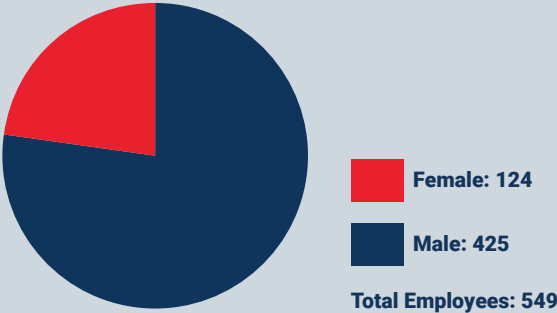
This Gender Pay Gap Report reflects our commitment to equality and transparency. While our workforce is male-dominated, a common trend in frontline security, women at GUK continue to thrive in senior and specialist roles, particularly in customer-facing services. As a result, our gender pay gap data shows women earning more than men on average.

The differences in pay reflect the nature of roles held, market expectations, and individual expertise, not a difference in pay for equal work. We remain dedicated to ensuring all employees are paid fairly and equitably for the work they do.



# Gender Pay Gap Overview

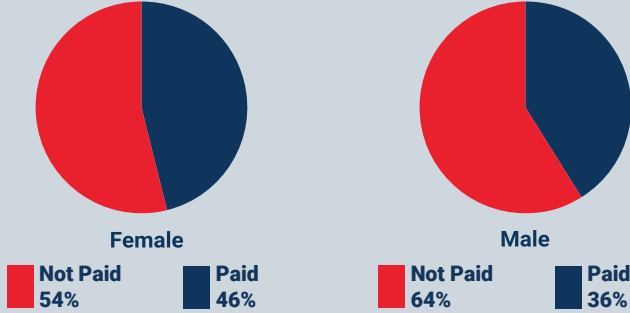
## Gender Breakdown



## Our Gender Pay Gap

Our Gender Pay Gap	Median	Mean
Gender Pay Gap	-8%	-19%
Gender Bonus Gap	0%	6%

## 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%	8%	Upper Middle	76%	24%
Gender	84	7	Gender	68	22
Quartile/Bank	Males	Females	Quartile/Bank	Males	Females
Lower Middle	87%	13%	Upper Quartile	71%	29%
Gender	78	12	Gender	64	26



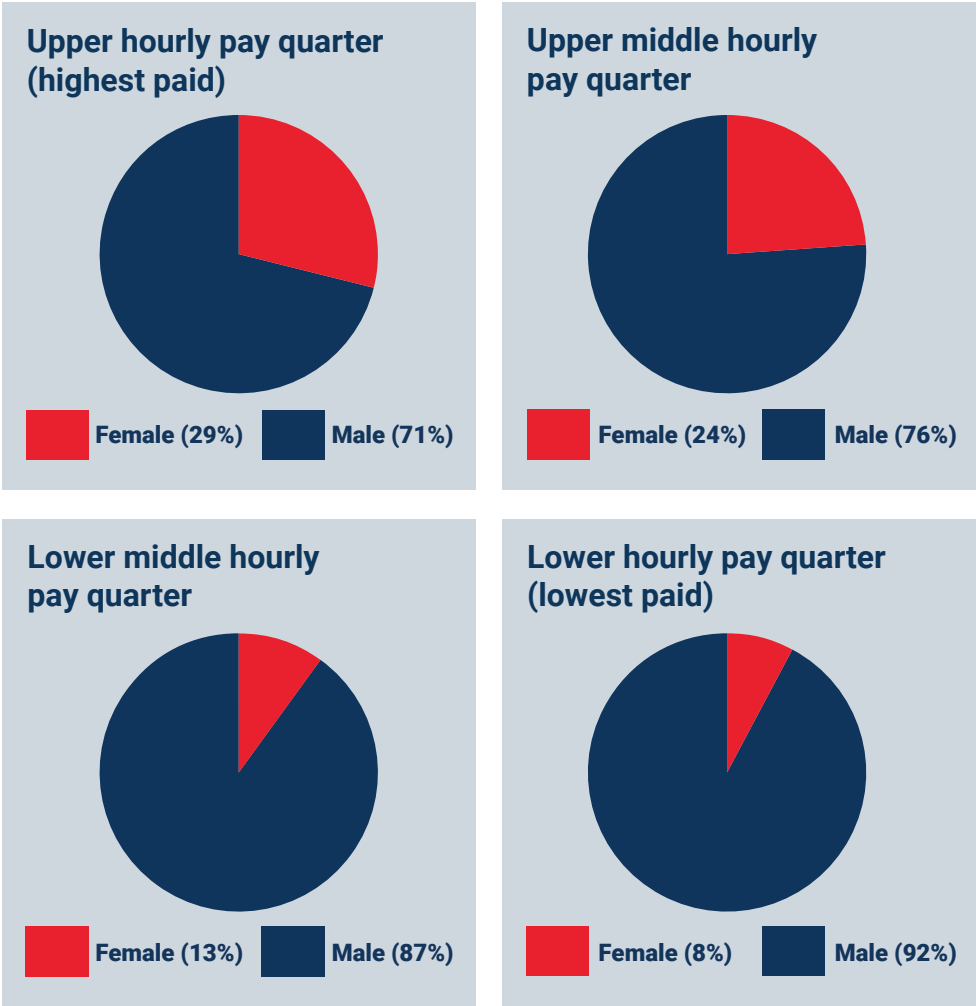
# Hourly Pay Gap

Women earned £1.08 for every £1 that men earned (comparing median hourly pay). Women's mean (average) hourly pay was 19.0% higher than men's

Women made up 29.0% of employees in the highest paid quarter, and 8.0% of employees in the lowest paid quarter

46.0% of women received bonus pay, compared with 36.0% of men

Women's bonus pay was 0.0% lower than men's (comparing median bonus pay)

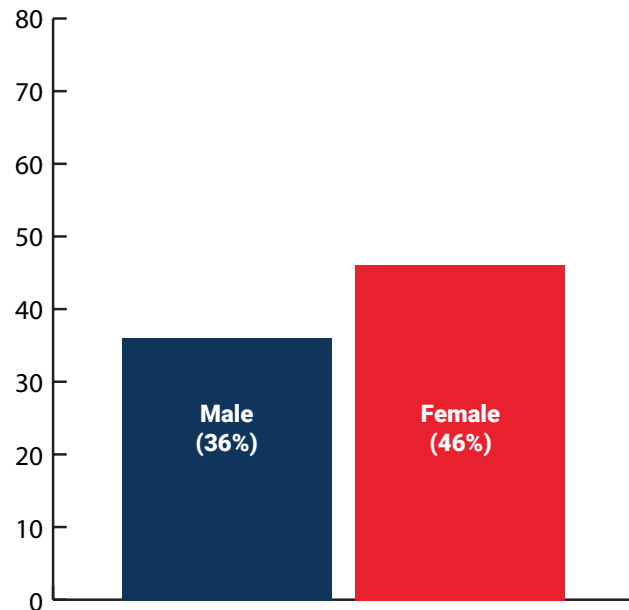


# Bonus Pay Gap

In this organisation, women earned £1.00 for every £1.00 that men earn when comparing median bonus pay. Their median bonus pay is the same as men's.

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

## Who received bonus pay:



# Gender Pay Gap Overview

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The gender pay gap compares average earnings between women and men across an organisation. It does not measure equal pay for the same role, but rather highlights representation across different job levels and functions.

In 2023-2024, our median gender pay gap favoured women by 8%, and our mean hourly pay gap also showed women earning 19% more than men. This trend mirrors the previous year's results, confirming continued balance in our approach to pay and progression.

We're proud that 46% of women received bonus pay this year, compared to 36% of men, demonstrating our inclusive recognition of performance across roles. We remain committed to improving representation, promoting opportunities across all departments, and ensuring that pay is based solely on merit, experience, and role, not gender.



*Michelle Smith*

Michelle Smith  
Chief Executive Officer