



Security & Services
Solutions

Gender Pay Gap Report

2024-2025

Gender Pay Gap Report

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.

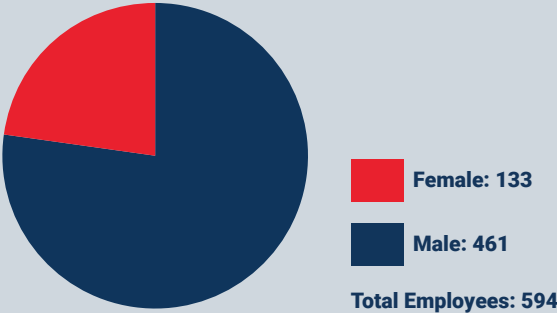
This Gender Pay Gap Report reflects our commitment to equality and transparency. While our workforce is male-dominated, a common trend in frontline security, women at GUK continue to thrive in senior and specialist roles, particularly in customer-facing services. As a result, our gender pay gap data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

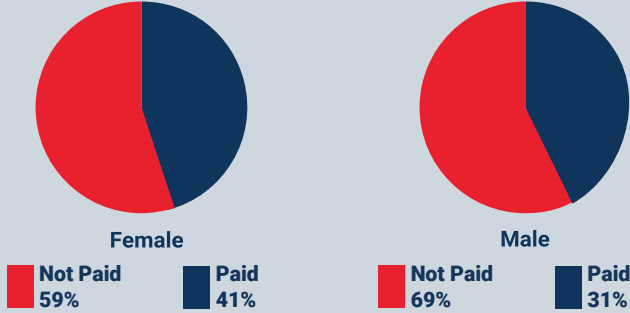
Gender Breakdown



Our Gender Pay Gap

Our Gender Pay Gap	Median	Mean
Gender Pay Gap	0%	-11%
Gender Bonus Gap	12%	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	87%	13%	Upper Middle	78%	22%
Lower Middle	74%	26%	Upper Quartile	83%	17%



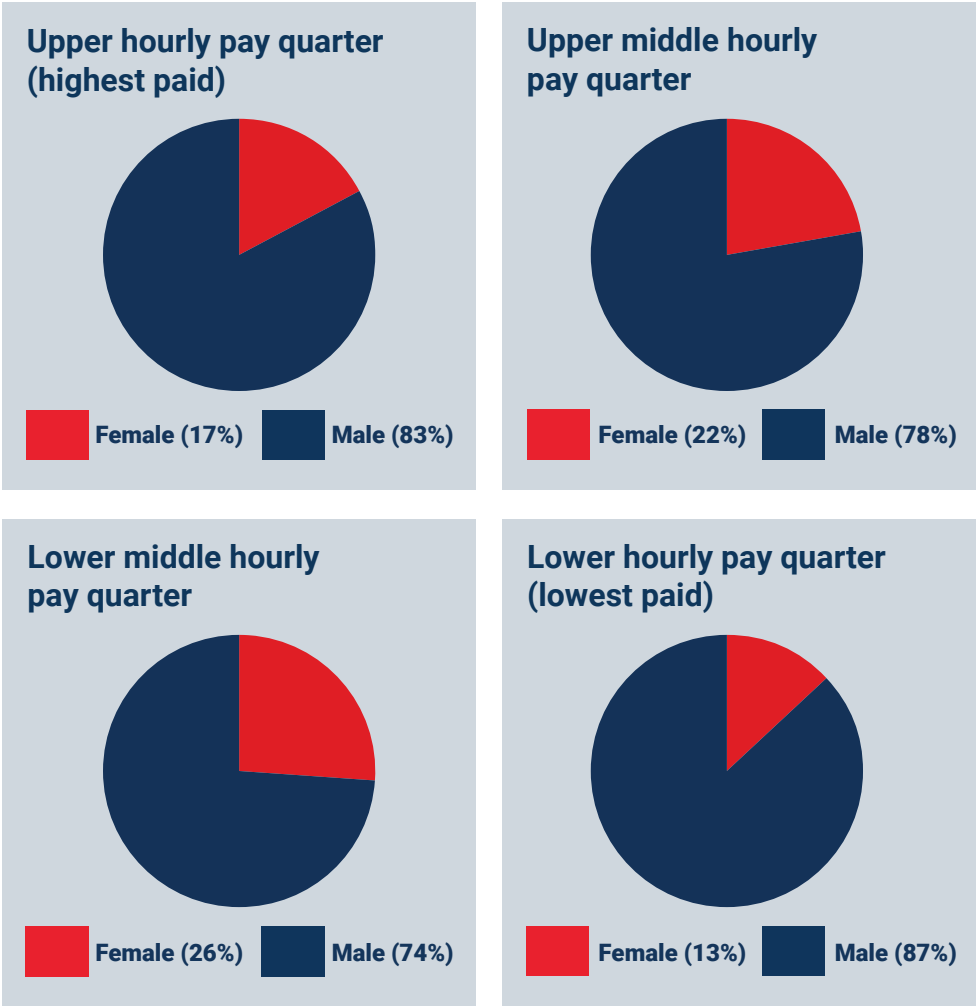
Hourly Pay Gap

Women earned £1.00 for every £1.00 that men earned (comparing median hourly pay). Women’s mean (average) hourly pay was 11% more than men’s.

Women made up 17.0% of employees in the highest paid quarter, and 13.0% of employees in the lowest paid quarter.

41.0% of women received bonus pay, compared with 31.0% of men.

Women’s bonus pay was 12% lower than men’s (comparing median bonus pay).

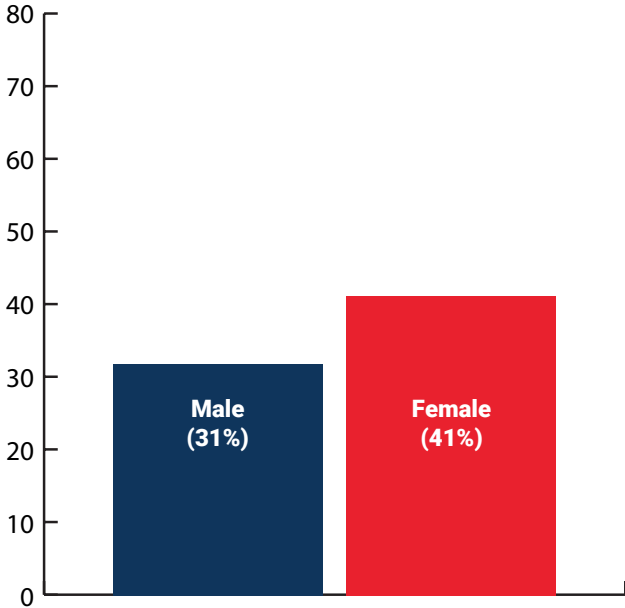


Bonus Pay Gap

In this organisation, women earned £0.88 for every £1.00 that men earn when comparing median bonus pay. Their median bonus pay is 12% less than 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

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 2024-2025, our median gender pay gap was 0%, meaning men and women earned the same at the midpoint of our pay distribution. Our mean hourly pay gap showed women earning 11% more than men.

We are encouraged that 41% of women received bonus pay this year, compared to 31% of men, demonstrating our inclusive recognition of performance across roles. While the bonus gap shows that women received slightly lower bonuses on average, this is influenced by role type and seniority.

We remain committed to improving gender balance across all levels of the organisation, supporting career progression, and ensuring that pay and reward are based on merit, experience, and role.



Michelle Smith

Michelle Smith
Chief Executive Officer