

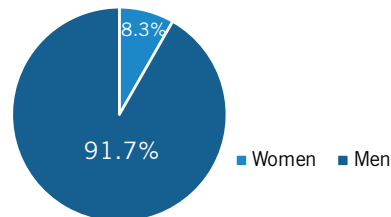
GENDER PAY GAP REPORT 2021

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, employers of over 250 employees are required to publish an analysis of the gaps between the average pay rates and bonuses earned by male and female employees using pay records from the pay data period that contained the snapshot date which is 5th April 2021.

The Company is committed to ensuring we promote diversity and inclusion. Details of our approach can be found on g4s.com.

Allied Universal (Europe)

Limited | Total employees 532



Mean and median pay and bonus

	MEAN	MEDIAN
Gender Pay Gap	-7.3%	-5.8%
Gender Bonus Gap	68.9%	41.5%
Proportion receiving a bonus		
11.4% of women received a bonus	2.0% of men received a bonus	
PAY DISTRIBUTION		
	WOMEN	MEN
Upper quartile	11.3%	88.7%
Upper middle quartile	12.0%	88.0%
Lower middle quartile	7.5%	92.5%
Lower quartile	2.3%	97.7%

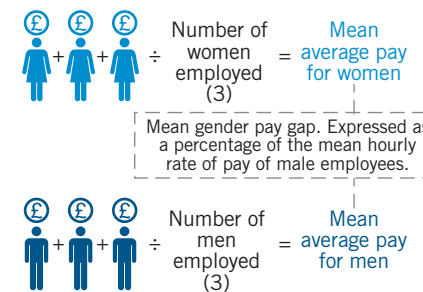
I confirm that the data in this statement has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Hooper

Chief Human Resources Officer, Allied Universal - International
G4S, An Allied Universal® Company

Calculating the mean difference

The mean percentage pay gap is calculated by adding up the total hourly pay for all women, and dividing it by the number of women employed. This figure is subtracted from the same calculation for all the men to identify the gap.



Calculating the median difference

The median is the middle value when all of the hourly rates of pay for women and men are separately ranked.

