



GMS
Security



2022

**GENDER
PAY GAP
REPORT**

OVERVIEW

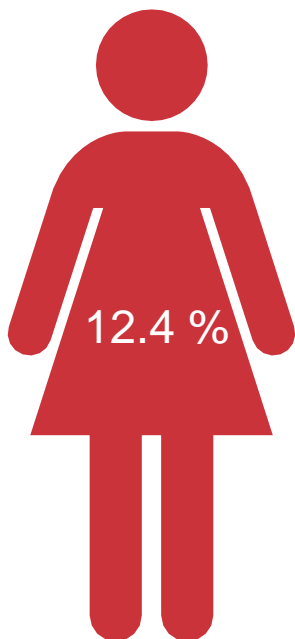
GMS Security recognises that our staff are our greatest asset and is committed to providing a rewarding environment for our employees.

We are committed to creating a culture that values equality and diversity, and is fair for all.

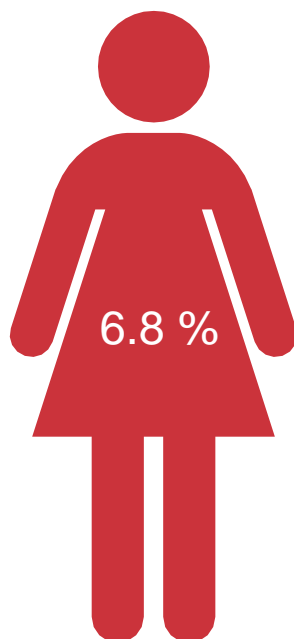
This is reflected in our pay structure which has always been site specific so men and women are treated equally and we do not have any equal pay issues.

Hourly Rate

Female's hourly rate is 12.4% higher in the mean and 6.8% higher in the median.



Mean



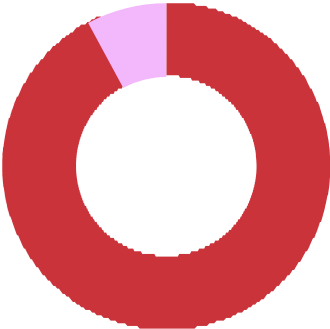
Median



PAY QUARTILE GENDER PROFILE

Top Quartile

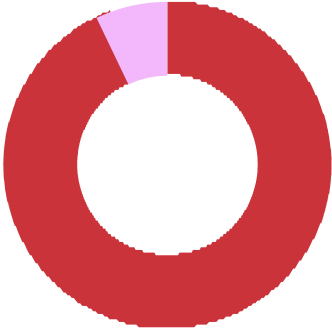
18.7 % Female



81.3 % Male

Upper Middle Quartile

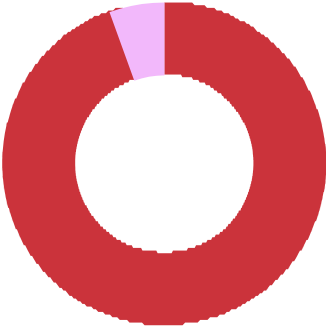
6.5 % Female



93.5 % Male

Lower Middle Quartile

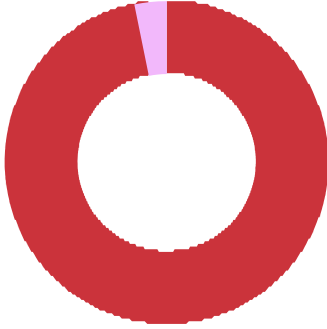
10.1 % Female



89.9 % Male

Lower Quartile

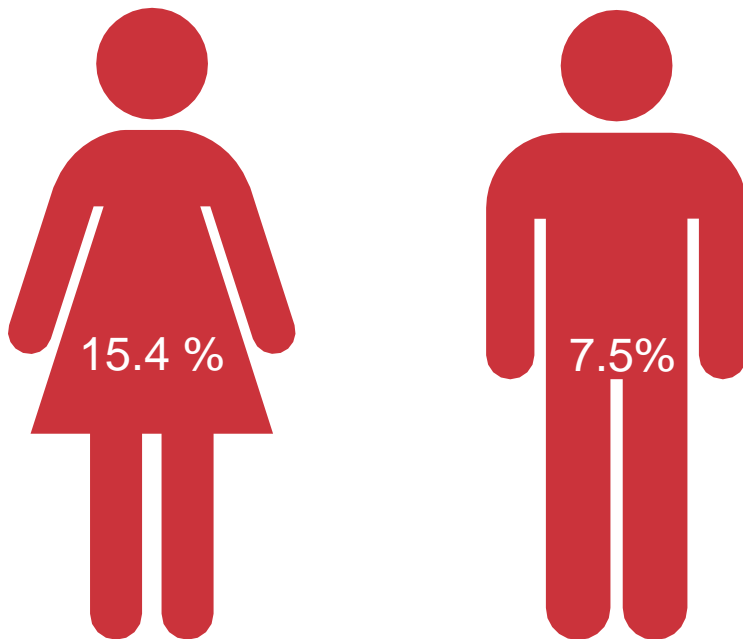
2.2 % Female



97.8 % Male

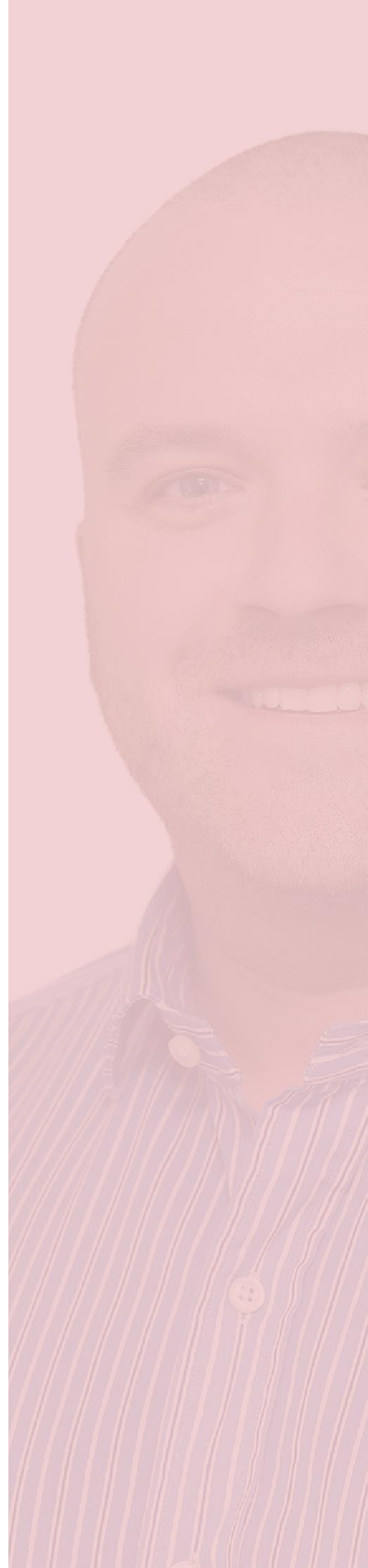
BONUS PAY

Of those who received a bonus payment 15.4 % were female and 7.5 % were male.



There are two bonus schemes at GMS covering front line staff and head office employees. As the majority of staff at head office are female the percentage of bonus pay is proportionally higher.

Females bonus pay is
242.8% higher in the mean
and 1294.5% higher in
the median



GENDER PAY REPORT FINDINGS

We are pleased to report there is no gender pay gap at GMS Security Services Ltd in favour of men.



I confirm that the figures in our disclosure are accurate and have been calculated in accordance with the gender pay gap reporting requirements as outline in the legislation."

Andrea Ryall
Finance Director