



**2024**

**GENDER  
PAY GAP  
REPORT**

# OVERVIEW

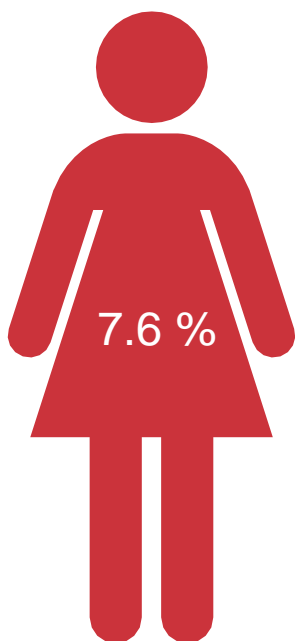
GMS Security recognises that our staff are our greatest asset and is committed to providing a rewarding environment for our employees.

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

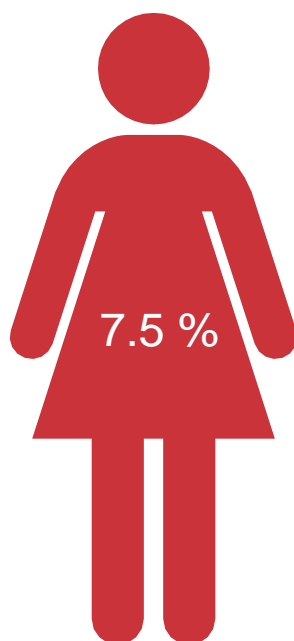
This is reflected in our pay structure which has always been site specific so men and women are treated equally and we do not have any equal pay issues.

## Hourly Rate

Female's hourly rate is 7.6% higher in the mean and 7.5% higher in the median.



Mean



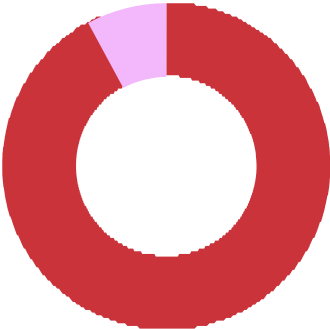
Median



# PAY QUARTILE GENDER PROFILE

## Top Quartile

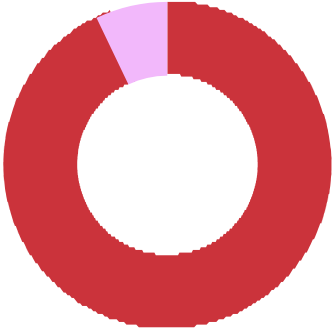
16.7 % Female



83.3 % Male

## Upper Middle Quartile

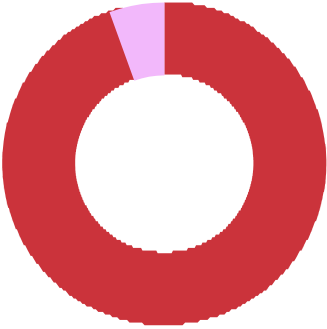
9.2 % Female



90.8 % Male

## Lower Middle Quartile

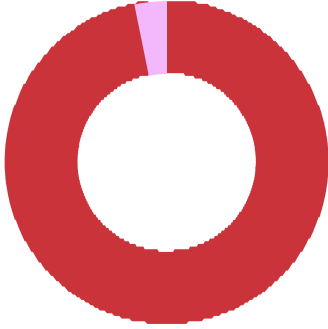
9.7 % Female



90.3 % Male

## Lower Quartile

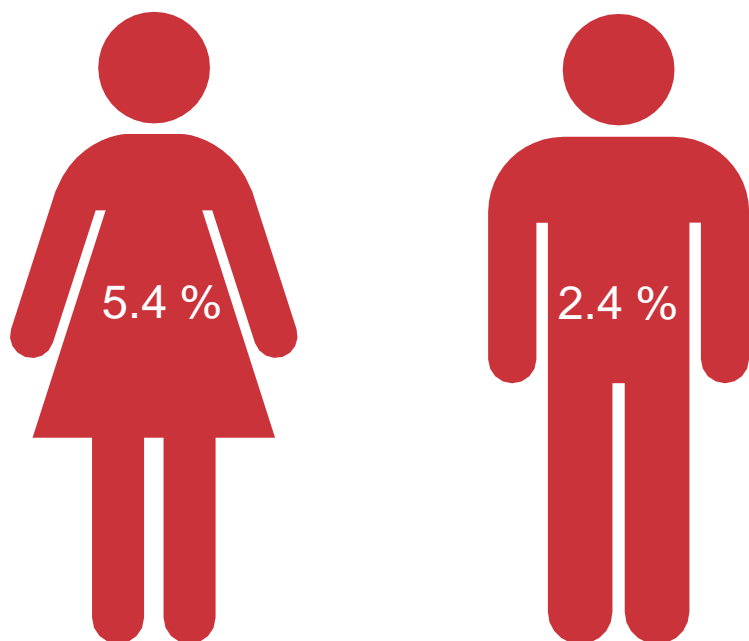
4.3 % Female



95.7 % Male

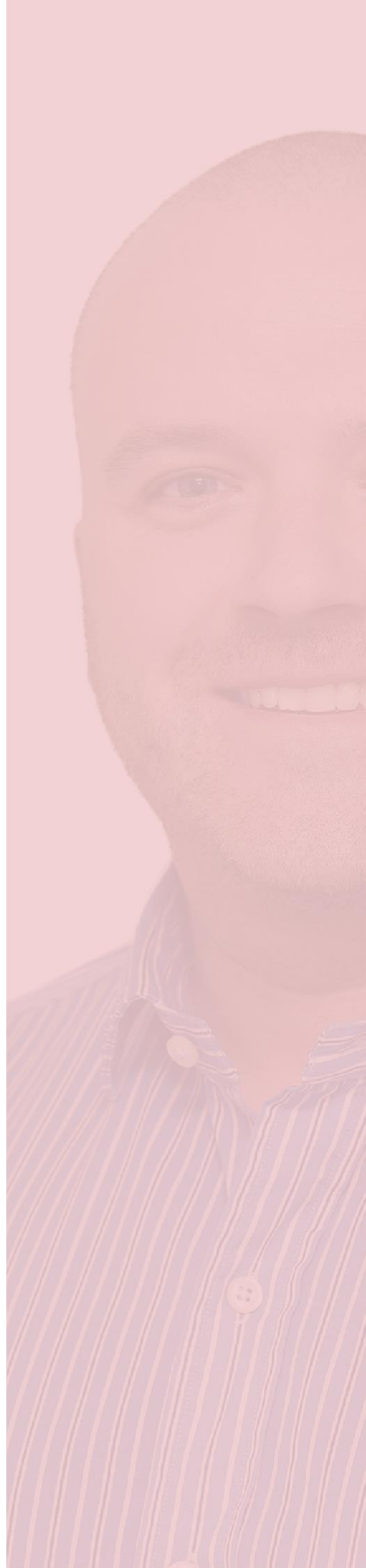
# BONUS PAY

Of those who received a bonus payment  
5.4 % were female and 2.4 % 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  
803.4% higher in the mean  
and 1039.3% 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