



GMS
Security



2026

**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 13.1% higher in the mean and 2.1% higher in the median.



Mean



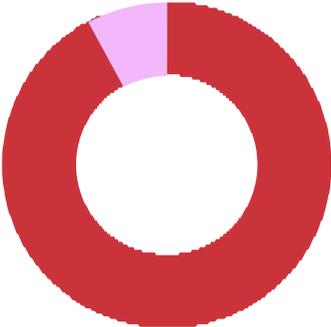
Median



PAY QUARTILE GENDER PROFILE

Top Quartile

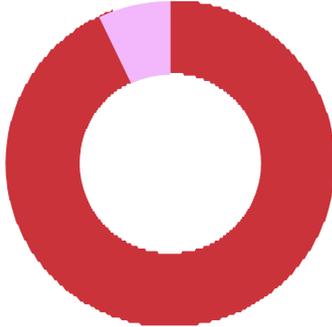
15.1 % Female



84.9 % Male

Upper Middle Quartile

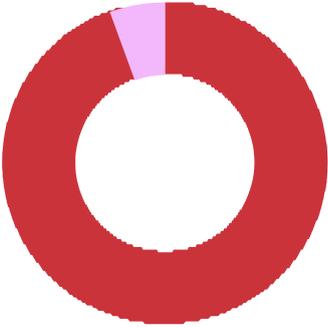
10.8 % Female



89.2 % Male

Lower Middle Quartile

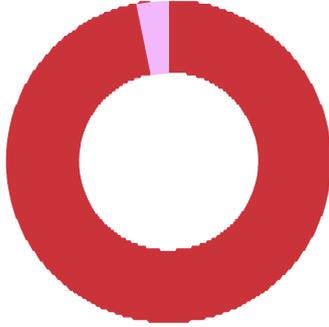
2.9 % Female



97.1 % Male

Lower Quartile

6.5 % Female



93.5 % Male

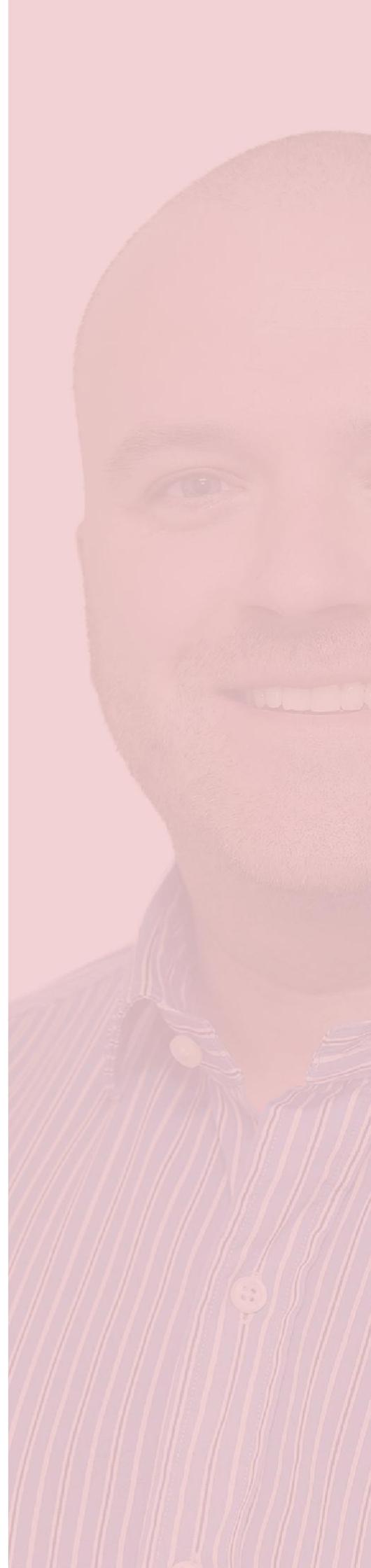
BONUS PAY

Of those who received a bonus payment 24.5 % were female and 4.6 % 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
42% higher in the mean and
36.7% 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