

## Gender Pay Gap Reporting

Legislation places a legal obligation on employers of more than 250 staff to publish details annually of their gender pay gap. In line with this legislation, we publish our gender pay and gender bonus gaps as they are on 4th April 2026. We report on the following six key metrics that are necessary under the rules on gender pay gap reports.

These are:

- The mean pay of full-time employed women is **18.5%** greater than that of men, indicating a positive disparity in favour of women.
- The median pay of full-pay women is **7.3%** greater than that of men, indicating a positive disparity in favour of women.
- The mean bonus pay of women is **104%** greater than that of men, indicating a positive disparity in favour of women.
- The median bonus pay of women is **86%** greater than that of men, indicating a positive disparity in favour of women.
- The proportion of men and women who received bonus pay; **Male: 37.98% Female: 42.55%**
- The proportion of full-pay men and women in each of four quartile pay bands.

The figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

Quartile GPG	Male	Female
Lower	93.02%	6.98%
Lower Middle	94.53%	5.47%
Upper Middle	91.41%	8.59%
Upper	84.38%	15.63%

Despite there being no legal obligation on employers to publish a narrative explaining their gender pay gap figure, we would like to highlight the following:

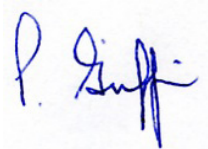
- The Security industry is predominantly male, making it challenging to recruit woman due to unsociable working hours and other factors. Despite this, we are committed to equal opportunities, with pay rates determined by the position rather than gender. Employees at each site receive the same pay regardless of gender
- The results show a positive skew towards females, largely because many female colleagues occupy key roles within Head Office.
- **60%** of Our Senior Leadership team are women.

- The report shows an increase in the percentage of females receiving bonuses. This rise is due to the introduction of new roles within Head Office, which have predominantly been filled by female colleagues.
- In the four-quartile pay bands, there is a higher proportion of females in the upper quartile compared to the lower middle and upper quartiles. This may be due to the distribution of male and female colleagues within the company and the duties they perform.

As part of our ongoing commitment to equality and diversity in the workplace, we are encouraging females to join the security industry and seeking to achieve a fair representation of both male and female gender in all roles across the organisation.

I confirm that the gender pay gap report statistics are accurate and have been reached using the mechanisms set out in the gender pay gap reporting legislation.

Signed:



**Paul Griffin** – Chairman  
Unitrust Protection Services (UK) Ltd  
Date: 01/04/2026