

Allied Universal Employees' Trust

England & Wales · Charity number 281616

Details

Other names	G4S EMPLOYEES' TRUST, SECURICOR EMPLOYEE'S TRUST, SECURICOR EMPLOYEES' TRUST FUND
Status	Registered
Legal form	Trust
Registered	1981-02-03
Register	View on the Charity Commission register

Contact

Address	Mercer & Hole 72 London Road St. Albans AL1 1NS
Phone	01727869141

Activities

Objects: THE RELIEF OF POVERTY AMONG AND FOR DESERVING POOR AND NECESSITOUS EMPLOYEES AND DEPENDANTS.

Activities: A charitable trust providing benefits for past or present employees of Securicor Securities Services plc or any of its subsidiaries, and for dependants of such employees

Classification

- **How:** Makes Grants To Individuals
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-05	£300,614	£478,520	-	-
2024-04-05	£147,631	£529,369	-	-
2023-04-05	£112,860	£394,323	-	-
2022-04-05	£179,568	£293,624	-	-
2021-04-05	£461,389	£252,151	-	-

Trustees

Name	Role	Appointed
Catherine Fiona Hooper		2022-04-28
Mercer & Hole Trustees Limited		2003-07-16
Sok Wah Lee		2020-05-05

Allied Universal Employees' Trust

England & Wales - Charity number 281616

Accounts

Charity Number: 281616

Allied Universal Employees' Trust (Formerly G4S Employees' Trust)

Report and financial statements
For the year ended 5 April 2025

Allied Universal Employees' Trust

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Allied Universal Employees' Trust
Reference and administrative information
For the year ended 5 April 2025

Date of settlement	3 December 1956 and Deeds of Variation dated 3 December 1980 and 25 April 2006
Name change	On 12 May 2025 the charity changed its name from G4S Employees' Trust to Allied Universal Employees' Trust
Charity number	281616
Governing document	Allied Universal Employees' Trust is an unincorporated charity and is governed by its Trust Deed and Deeds of Variation.
Settlor	G4S Cash Solutions (UK) Ltd
Registered office and operational address	72 London Road St ALBANS, Hertfordshire AL1 1NS
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Mercer & Hole Trustees Limited Sok Wah Lee Catherine Fiona Hooper
Law of trust	England and Wales
Terms of trust	A charitable trust providing benefits for past or present employees of Atlas Ontario LP or any of its subsidiaries, and for dependants of such employees. Atlas Ontario LP is the ultimate holding company of Allied Universal.
Beneficiary	Employee: any officer, employee or former officer or employee of Atlas Ontario LP. Dependant: wife/husband/widow/widower/child/other dependant of employee.
Investment managers and bankers	Schroder & Co Limited 1 London Wall Place LONDON, EC2Y 5AU
Custodian	Schroder Investment Management Limited, 1 London Wall Place LONDON, EC2Y 5AU
Independent Auditor	Sayer Vincent LLP Chartered Accountants 110 Golden Lane, London, EC1Y 0TG

This summary is not intended to be a comprehensive statement of the terms of the Trust. Reference should be made to the Trust Deed and Deeds of Variation as required.

The trustees present their report and the audited financial statements for the year ended 5 April 2025. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 and the Statement of Recommended Practice – Accounting and Reporting by Charities, applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The objects of the Trust are to provide benefits for past or present employees of Atlas Ontario LP or any of its subsidiaries, and for dependants of such employees. The trustees consider making grants in circumstances where all of the contractual and statutory entitlements have been claimed and where these are insufficient to alleviate financial hardship.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. The objectives of the Trust (see above) are clearly of public benefit both directly and indirectly.

Grant making policy

The trustees consider and, whenever appropriate, respond to requests for financial assistance by making cash grants, providing these fall within the terms of the Trust Deed (as varied).

The dispensation of relief by way of such grants can take the form of gifts or loans, in payment for medical treatment, professional services or funeral expenses and discharging of debts. Claims for grant aid are considered by Human Resources Departments throughout the world and referred for final approval to the trustees based on individual circumstances and benefits are measured in months of local salary equivalent.

Achievements and performance

The charity's main activities and who it tries to help are described under objectives above. All its charitable activities focus on achieving its objective and are undertaken to further Allied Universal Employees' Trust's charitable purposes for the public benefit.

During the year ended 5 April 2025 the trustees met the trust's objective by making grants totalling £359,028 (2024: £433,135) as shown on pages 18.

The human resource team at Allied Universal is identifying claimants worldwide and communicate to the trustees on a regular basis. There were 74 separate grants made to 366 individuals (including grants to the 47 beneficiaries affected by the floods in Brazil, 69 beneficiaries affected by the floods in Bangladesh and the 168 beneficiaries displaced by the war in Lebanon) during the year ended 5 April 2025 (2024: 110 grants made to 550 individuals).

Financial review

For the purposes of the financial review, the income comparisons are made between the total income funds including unrestricted and restricted funds.

The total income was £300,614 (2024: £147,631) with expenditure amounting to £478,520 (2024: £529,369). Therefore, there was an increase in incoming resources and a decrease in outgoing expenditure. The increase in income was due to a change of investment strategy. The decrease in expenditure was mainly because the donations were unusually high in 2024 due to disaster relief in Guam.

There were 74 grants made to 366 individuals compared with 110 grants made to 550 individuals during the year ended 5 April 2024, while there were fewer donations paid this year, the average grant paid was higher. All grants were made from the unrestricted fund totalling £359,028. There were 0 grants from the Covid-19 Fund. At the year end the net asset value of the charity was £7,017,860 (2024: £7,580,283).

The investments and cash of the charity are held to the order of the trustees by Schroder Investment Management Limited and are managed by Schroder & Co Limited. The charity made a realised gain on sale of investments of £7,946 (2024 gain of £399,847) and an unrealised loss of £392,327 (2024 gain of £189,271) on the revaluation of investments.

The total loss on investments was £384,381, and after deducting the cost of investment management of £13,952, the loss on currency exchange of £136 and the transfer to the unrestricted fund of £163,954 this resulted in a net decrease in funds of £562,423 for the year.

Investment policy

The major part of the income of the charity is derived from its investments. The investment manager's objective is to maximise total return with due regard to risk. The trustees regularly review with the investment manager the income requirement and capital base. The investment portfolio is held across a broad range of asset classes with worldwide exposure to investment markets.

Reserves policy and going concern

The trustees keep under review the level of reserves and consider it prudent to retain sufficient funds to enable the charity to respond adequately to applications for grant-assistance received from beneficiaries. In the year ended 5 April 2025 the trustees achieved their objective to distribute fully the annual income from the unrestricted fund. The trustees have power to expend capital as well as income in support of their charitable objectives and a transfer of £163,954 was made from the endowment funds.

Principal risks and uncertainties

The trustees have carried out a review of the major risks facing the charity. The trustees also ensure that there is a monitoring and review process in place to capture new risks as they may arise, and that systems are in place to mitigate these.

Plans for the future

The trustees plan for the future is to continue their grant making policy thus assisting the trust in fulfilling their objectives. The trustees aim to utilise the unrestricted, restricted and endowment funds to achieve this objective.

On 12 May 2025, G4S Employees' Trust changed its name to Allied Universal Employees' Trust.

Structure, governance and management

The organisation is an unincorporated charity registered as a charity in England and Wales.

The charity is constituted under a trust deed dated 3 December 1956 and Deeds of Variations dated 3 December 1980 and 25 April 2006, and Resolutions dated 16 November 2009, 14 February 2025 and 12 May 2025.

On 6 April 2021, G4S was acquired by Allied Universal, an American provider of security systems and services following which G4S was delisted. The beneficiaries had previously been the past or present employees of G4S Ltd or any of its subsidiaries, and dependants of such employees. On 30 January 2025, the Charity Commission consented under S280A(8)(a) of the Charities Act 2011 (as amended) to the definition of employees being changed to mean any officers and employees and former officers and employees for the time being and from time to time of Atlas Ontario LP and any subsidiary company thereof. The income of the charity may be applied in making any payments which will provide relief from poverty and hardship of deserving and needy past & present employees of Atlas Ontario LP, or any of its subsidiaries, and for dependants of such employees.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Trustees

Sok Wah Lee, Catherine Fiona Hooper and Mercer & Hole Trustees Limited were trustees during the year ended 5 April 2025.

The present directors of Mercer & Hole Trustees Limited are:

Paul Maberly FCA

Gill Tallon CTA

Lisa Spearman CTA

Helen Price CTA TEP

Liz Cuthbertson CA CTA

Dan Bisby CTA TEP

Alison Palmer CTA

Henry Lowe CTA

Simon Coggins TEP

Lynsey Lord CTA

Joanne Bateson TEP

Alice Pearson CTA

Sok Wah Lee and Catherine Hooper (employed by Allied Universal Ltd) received no remuneration or expenses. No one connected with Mercer & Hole Trustees Limited received any personal benefits or expenses.

Appointment of trustees

The Settlor has the power to appoint new trustees.

Trustee induction and training

If a new or additional trustee is appointed they will be encouraged to receive appropriate training depending on their qualifications and experience.

Related parties and relationships with other organisations

There are no related parties and relationships with other organisations other than Mercer & Hole Trustees Limited, details of which can be found in note 6.

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor

Sayer Vincent LLP was reappointed as the charity's independent auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 30 January 2026 and signed on their behalf by Mercer & Hole Trustees Limited.

Opinion

We have audited the financial statements of Allied Universal Employees' Trust (the 'charity') for the year ended 5 April 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 5 April 2025 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Allied Universal Employees' Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of trustees, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 4 February 2026
Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Allied Universal Employees' Trust

Statement of financial activities

For the year ended 5 April 2025

	Note	Unrestricted £	Restricted £	Endowment £	2025 Total £	Unrestricted £	Restricted £	Endowment £	2024 Total £
Income from:									
Investments	2	300,614	-	-	300,614	147,631	-	-	147,631
Total income		300,614	-	-	300,614	147,631	-	-	147,631
Expenditure on:									
Raising funds	3	-	-	13,952	13,952	-	-	42,174	42,174
Charitable activities – Grant making	4	404,568	-	-	404,568	487,195	-	-	487,195
Other expenditure		60,000	-	-	60,000	-	-	-	-
Total expenditure		464,568	-	13,952	478,520	487,195	-	42,174	529,369
Net (expenditure) before net (losses) / gains on investments		(163,954)	-	(13,952)	(177,906)	(339,564)	-	(42,174)	(381,738)
Loss on currency exchange		-	-	(136)	(136)	-	-	(8,274)	(8,274)
Net (losses) / gains on investments	8	-	-	(384,381)	(384,381)	-	-	589,118	589,118
Net (expenditure) / income		(163,954)	-	(398,469)	(562,423)	(339,564)	-	538,670	199,106
Transfers between funds		163,954	-	(163,954)	-	339,564	-	(339,564)	-
Net movement in funds		-	-	(562,423)	(562,423)	-	-	199,106	199,106
Reconciliation of funds:									
Total funds brought forward		-	280,627	7,299,656	7,580,283	-	280,627	7,100,550	7,381,177
Total funds carried forward		-	280,627	6,737,233	7,017,860	-	280,627	7,299,656	7,580,283

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

Allied Universal Employees' Trust

Balance sheet

For the year ended 5 April 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Investments	8		<u>6,984,311</u>		<u>7,495,691</u>
			<u>6,984,311</u>		<u>7,495,691</u>
Current assets:					
Investment managers' bank accounts		<u>106,071</u>		<u>95,128</u>	
		<u>106,071</u>		<u>95,128</u>	
Liabilities:					
Creditors: amounts falling due within one year	9	<u>(72,522)</u>		<u>(10,536)</u>	
Net current assets			<u>33,549</u>		<u>84,592</u>
Total net assets			<u>7,017,860</u>		<u>7,580,283</u>
The funds of the charity:	10				
Capital funds:					
Expendable endowment		<u>6,737,233</u>		<u>7,299,656</u>	
			<u>6,737,233</u>		<u>7,299,656</u>
Income funds:					
Restricted funds	11	<u>280,627</u>		<u>280,627</u>	
			<u>280,627</u>		<u>280,627</u>
Total charity funds			<u>7,017,860</u>		<u>7,580,283</u>

Approved by the trustees on 30 January 2026 and signed on their

behalf by

On behalf of Mercer and Hole Trustees Limited

Allied Universal Employees' Trust

Notes to the financial statements

For the year ended 5 April 2025

1 Accounting policies

a) Statutory information

Allied Universal Employees' Trust is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 72 London Road, St Albans, Hertfordshire AL1 1NS.

b) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

The endowment funds represent the original capital gift to the charity, plus subsequent additions to the endowment, less amounts which have been transferred to the unrestricted fund for distribution. The trustees are entitled to use the endowment in furtherance of the general objectives of the charity at their discretion, and they transfer funds from endowment to the unrestricted funds as required.

Allied Universal Employees' Trust

Notes to the financial statements

For the year ended 5 April 2025

g) Fund accounting continued

Unrestricted funds are incoming resources generated from the endowment for the charitable purposes. The restricted fund is a fund dedicated to beneficiaries who have suffered poverty or hardship as a result of COVID-19. The funds totalling £370,000 were donated by senior employees of Allied Universal.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure consists of:

- Costs of raising funds relating to investment management costs.
- Governance costs relate to the management of the charity's assets and compliance with constitutional and statutory requirements.
- Other expenditure represents those items not falling into any other heading
- Expenditure on charitable activities includes the costs of grant making undertaken to further the purposes of the charity.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash at the investment manager's bank is held to meet the day to day running costs of the charity as they fall due.

m) Creditors and provisions

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

Allied Universal Employees' Trust

Notes to the financial statements

For the year ended 5 April 2025

2 Income from investments

	Unrestricted £	Restricted £	Endowment £	2025 Total £	2024 Total £
Investment income	297,584	–	–	297,584	127,109
Deposit interest	3,030	–	–	3,030	20,522
	300,614	–	–	300,614	147,631

3 Cost of generating funds

	Unrestricted £	Restricted £	Endowment £	2025 Total £	2024 Total £
Investment management fees	–	–	13,952	13,952	42,174
	–	–	13,952	13,952	42,174

The investment management costs are all attributed to endowment funds.

4 Charitable activities – grant making

	Unrestricted £	Restricted £	2025 Total £	2024 Total £
Grants made to individuals	359,028	–	359,028	433,135
Support costs				
LEI fee	–	–	–	60
Mercer & Hole Trustees Limited	36,540	–	36,540	46,800
Audit fees	9,000	–	9,000	7,200
	404,568	–	404,568	487,195

5 Analysis of staff costs, trustee remuneration and expenses

No staff are employed by the charity.

Entitlement to trustees' remuneration was granted under the terms of the Trust Deed. A total of £36,540 (inclusive of VAT) was billed by Mercer & Hole Trustees Limited during the period under review (2024: £46,800).

No expenses have been incurred by the trustees during the period (2024: £nil).

6 Related party transactions

During the year the trust incurred fees of £36,540 (2024:£46,800) for accountancy and administration services payable to Mercer & Hole Trustees Limited.

Allied Universal Employees' Trust

Notes to the financial statements

For the year ended 5 April 2025

7 Taxation

The charity is exempt from UK corporation tax and income tax as all its income is charitable and is applied for charitable purposes.

8 Listed investments

	2025 £	2024 £
Fair value at the start of the year	7,495,691	6,766,395
Additions at cost	–	10,139,241
Disposal proceeds	(137,073)	(10,000,377)
Reinvested income	10,074	1,314
Net (loss) / gain on change in fair value	(384,381)	589,118
Fair value at the end of the year	6,984,311	7,495,691
Investments representing over 5% by value of the portfolio comprise:	2025 £	2024 £
12,927,910 Schroder Unit Trusts	6,978,486	7,487,175

9 Creditors: amounts falling due within one year

	2025 £	2024 £
Investment manager's charges	3,522	3,336
Auditor's remuneration	9,000	7,200
Other creditors	60,000	–
	72,522	10,536

10a Analysis of net assets between funds (current year)

	Restricted £	Endowment £	Total £
Investments	–	6,984,311	6,984,311
Net current assets	280,627	(247,078)	33,549
Net assets at 5 April 2025	280,627	6,737,233	7,017,860

10b Analysis of net assets between funds (prior year)

	Restricted £	Endowment £	Total £
Investments	–	7,495,692	7,495,691
Net current assets	280,627	(196,036)	84,592
Net assets at 5 April 2024	280,627	7,299,656	7,580,283

Allied Universal Employees' Trust
Notes to the financial statements
For the year ended 5 April 2025

11 Analysis of charitable funds – restricted funds

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	280,627	–	–	280,627
Total	280,627	–	–	280,627

Analysis of charitable funds – restricted fund (prior year)

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	280,627	–	–	280,627
Total	280,627	–	–	280,627

The Covid-19 Restricted Fund was established during the year ended 5 April 2021 by an initial gift of £370,000 by senior employees of Allied Universal Ltd. The fund is dedicated to beneficiaries who have suffered poverty or hardship as a result of the coronavirus pandemic. The trustees consider that there will not be any further requirement for this fund and intend to apply to the Charity Commission to apply the fund for the general purposes of the trust.

12 Grants made during the year

In 2025 there were 74 grants made to 366 individuals from the unrestricted fund, totalling £359,028. There were no grants paid from the Covid-19.

In 2024 there were 110 grants made to 550 individuals from the unrestricted fund, totalling £433,135. There were no grants paid from the Covid-19.

Unrestricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount £
69	Bangladesh	Asia Pacific & India	Risk Management Group	13,228
50	Brazil	Americas, LATAM	Secure Solutions	72,398
19	Cameroon	Africa	Secure Solutions	27,856
1	Chile	Americas, LATAM	Secure Solutions	990
2	Egypt	Africa	Secure Solutions	649
1	Greece	Europe & Middle East	Secure Solutions	3,560
3	Guam	Asia Pacific & India	Secure Solutions	10,033
177	Lebanon	Europe & Middle East	Secure Solutions	166,273
2	Madagascar	Africa	Secure Solutions	1,724
28	UK	Europe & Middle East	Secure Solutions	42,929
2	Ireland	Europe & Middle East	Secure Solutions	6,364
1	Guatemala	Americas, LATAM	Technology Solutions	714
2	Botswana	Africa	Secure Solutions	1,942
1	Colombia	Americas, LATAM	Secure Solutions	535
1	Thailand	Asia Pacific & India	Ordnance Management	236
1	UAE	Not found	Secure Solutions	1,041
2	Czech Republic	Europe & Middle East	Secure Solutions	3,556
1	St Lucia	Americas, LATAM	Secure Solutions	2,000
3	Argentina	Americas, LATAM	Secure Solutions	3,000
366				359,028

Allied Universal Employees' Trust

England & Wales - Charity number 281616

Accounts

Charity Number: 281616

G4S Employees' Trust

Report and financial statements
For the year ended 5 April 2024

G4S Employees' Trust
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For the year ended 5 April 2024

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G4S Employees' Trust
Reference and administrative information
For the year ended 5 April 2024

Date of settlement	3 December 1956 and Deeds of Variation dated 3 December 1980 and 25 April 2006
Name change	16 November 2009 to G4S Employees' Trust
Charity number	281616
Governing document	G4S Employees' Trust is an unincorporated charity, and is governed by its Trust Deed and Deeds of Variation.
Settlor	G4S Cash Solutions (UK) Ltd
Registered office and operational address	72 London Road ST ALBANS, Hertfordshire AL1 1NS
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Mercer & Hole Trustees Limited Sok Wah Lee Catherine Fiona Hooper
Law of trust	England and Wales
Terms of trust	A charitable trust providing benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees.
Beneficiary	Employee: any officer, employee or former officer or employee of G4S. Dependant: wife/husband/widow/widower/child/other dependant of employee.
Investment managers and bankers	Schroder & Co Limited 1 London Wall Place LONDON, EC2Y 5AU
Custodian	Schroder Investment Management Limited, 1 London Wall Place LONDON, EC2Y 5AU
Independent Auditor	Sayer Vincent LLP Chartered Accountants 110 Golden Lane, London, EC1Y 0TG

This summary is not intended to be a comprehensive statement of the terms of the Trust. Reference should be made to the Trust Deed and Deeds of Variation as required.

The G4S Employees' Trust is constituted by a Trust Deed dated 3 December 1956 as varied by Deeds of Variation dated 3 December 1980 and 25 April 2006.

The trustees present their report and the audited financial statements for the year ended 5 April 2024. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 and the Statement of Recommended Practice – Accounting and Reporting by Charities: (SORP 2019) applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The objects of the Trust are to provide benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees. The trustees consider making grants in circumstances where all of the contractual and statutory entitlements have been claimed and where these are insufficient to alleviate financial hardship.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. The objectives of the Trust (see above) are clearly of public benefit both directly and indirectly.

Grant making policy

The trustees consider and, whenever appropriate, respond to requests for financial assistance by making cash grants, providing these fall within the terms of the Trust Deed (as varied).

The dispensation of relief by way of such grants can take the form of gifts or loans, in payment for medical treatment, professional services or funeral expenses and discharging of debts. Claims for grant aid are considered by Human Resources Departments throughout the world and referred for final approval to the trustees based on individual circumstances and benefits are measured in months of local salary equivalent.

Achievements and performance

The charity's main activities and who it tries to help are described under objectives above. All its charitable activities focus on achieving its objective and are undertaken to further G4S Employees' Trust's charitable purposes for the public benefit.

During the year ended 5 April 2024 the trustees met the trust's objective by making grants totalling £433,135 (2023: £291,554) as shown on pages 18.

The human resource team at G4S Ltd are identifying claimants worldwide and communicate to the trustees on a regular basis. There were 110 separate grants made to 550 individuals (including 10 grants to the 119 beneficiaries affected by the typhoon in Guam) during the year ended 5 April 2024 (2023: 120 grants made to 407 individuals).

Financial review

For the purposes of the financial review, the income comparisons are made between the total income funds including unrestricted and restricted funds.

The total income was £147,631 (2023: £112,860) with expenditure amounting to £529,369 (2023: £394,323). Therefore, there was an increase in incoming resources and an increase in outgoing expenditure.

There were 110 grants made to 550 individuals compared with 120 grants made to 407 individuals during the year ended 5 April 2023. All grants were made from the unrestricted fund totalling £433,135. There were 0 grants from the Covid-19 or the Ukraine Restricted Funds. The overall amount of the grants paid out was more than in the previous year (2023 £291,554). At the year end the net asset value of the charity was £7,580,283 (2023: £7,381,177).

The investments and cash of the charity are held to the order of the trustees by Schroder Investment Management Limited and are managed by Schroder & Co Limited. The charity made a realised gain on sale of investments of £399,847 (2023 loss of £84,065) and an unrealised gain of £189,271 (2023 loss of £282,801) on the revaluation of investments.

The total gain on investments was £589,118, and after deducting the cost of investment management of £42,174, the loss on currency exchange of £8,274 and the transfer to the unrestricted fund of £339,564 this resulted in a net increase in funds of £199,106 for the year.

Investment policy

The major part of the income of the charity is derived from its investments. The investment manager's objective is to maximise total return with due regard to risk. The trustees regularly review with the investment manager the income requirement and capital base. The investment portfolio is held across a broad range of asset classes with worldwide exposure to investment markets.

Reserves policy and going concern

The trustees keep under review the level of reserves and consider it prudent to retain sufficient funds to enable the charity to respond adequately to applications for grant-assistance received from beneficiaries. In the year ended 5 April 2024 the trustees achieved their objective to distribute fully the annual income from the unrestricted fund. The trustees have power to expend capital as well as income in support of their charitable objectives and a transfer of £339,564 was made from the endowment funds.

Principal risks and uncertainties

The trustees have carried out a review of the major risks facing the charity. The trustees also ensure that there is a monitoring and review process in place to capture new risks as they may arise, and that systems are in place to mitigate these.

Plans for the future

The trustees plan for the future is to continue their grant making policy thus assisting the trust in fulfilling their objectives. The trustees aim to utilise the unrestricted, restricted and endowment funds to achieve this objective.

On 6 April 2021, G4S was acquired by Allied Universal, an American provider of security systems and services following which G4S was delisted. The beneficiaries remain the past or present employees of G4S Ltd or any of its subsidiaries, and dependants of such employees. The income of the charity may be applied in making any payments which will provide relief from poverty and hardship of deserving and needy past & present employees of G4S Ltd, or any of its subsidiaries, and for dependants of such employees.

Structure, governance and management

The organisation is an unincorporated charity registered as a charity in England and Wales.

The charity is constituted under a trust deed dated 3 December 1956 and deeds of variations dated 3 December 1980 and 25 April 2006.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Trustees

Sok Wah Lee, Catherine Fiona Hooper and Mercer & Hole Trustees Limited were trustees during the year ended 5 April 2024.

The present directors of Mercer & Hole Trustees Limited are:

Paul Maberly FCA

Gill Tallon CTA

Lisa Spearman CTA

Helen Price CTA TEP

Liz Cuthbertson CA CTA

Dan Bisby CTA TEP

Alison Palmer CTA

Henry Lowe CTA

Simon Coggins TEP

Sok Wah Lee and Catherine Hooper (employed by G4S Ltd) received no remuneration or expenses. No one connected with Mercer & Hole Trustees Limited received any personal benefits or expenses.

Appointment of trustees

The Settlor has the power to appoint new trustees.

Trustee induction and training

If a new or additional trustee is appointed they will be encouraged to receive appropriate training depending on their qualifications and experience.

Related parties and relationships with other organisations

There are no related parties and relationships with other organisations other than Mercer & Hole Trustees Limited.

Funds held as custodian trustee on behalf of others

No funds are held as custodian trustee on behalf of others.

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor

Sayer Vincent LLP was appointed as the charity's independent auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 30 January 2025 and signed on their behalf by Mercer & Hole Trustees Limited.

Independent auditor's report to the trustees of G4S Employees' Trust

Opinion

We have audited the financial statements of G4S Employees' Trust (the 'charity') for the year ended 5 April 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 5 April 2024 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on G4S Employees' Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 31 January 2025
Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

G4S Employees' Trust

Statement of financial activities

For the year ended 5 April 2024

	Note	Unrestricted £	Restricted £	Endowment £	2024 Total £	Unrestricted £	Restricted £	Endowment £	2023 Total £
Income from:									
Charitable activities									
Investments	2	147,631	–	–	147,631	108,922	–	–	108,922
Donations received		–	–	–	–	–	3,938	–	3,938
Total income		147,631	–	–	147,631	108,922	3,938	–	112,860
Expenditure on:									
Raising funds	3	–	–	42,174	42,174	–	–	54,349	54,349
Charitable activities – Grant making	4	487,195	–	–	487,195	336,036	3,938	–	339,974
Total expenditure		487,195	–	42,174	529,369	336,036	3,938	54,349	394,323
Net (expenditure) before net gains / (losses) on investments		(339,564)	–	(42,174)	(381,738)	(227,114)	–	(54,349)	(281,463)
Loss on currency exchange		–	–	(8,274)	(8,274)	–	–	(4,344)	(4,344)
Net gains / (losses) on investments	8	–	–	589,118	589,118	–	–	(366,866)	(366,866)
Net income / (expenditure)		(339,564)	–	538,670	199,106	(227,114)	–	(425,559)	(652,673)
Transfers between funds		339,564	–	(339,564)	–	227,114	–	(227,114)	–
Net income / (expenditure) before other recognised gains and losses		–	–	199,106	199,106	–	–	(652,673)	(652,673)
Net movement in funds		–	–	199,106	199,106	–	–	(652,673)	(652,673)
Reconciliation of funds:									
Total funds brought forward		–	280,627	7,100,550	7,381,177	–	280,627	7,753,223	8,033,850
Total funds carried forward		–	280,627	7,299,656	7,580,283	–	280,627	7,100,550	7,381,177

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

G4S Employees' Trust

Balance sheet

For the year ended 5 April 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Investments	8		<u>7,495,691</u>		<u>6,766,395</u>
			7,495,691		6,766,395
Current assets:					
Debtors	9	–		4,100	
Investment managers' bank accounts		95,128		630,498	
			<u>95,128</u>	<u>634,598</u>	
Liabilities:					
Creditors: amounts falling due within one year	10	(10,536)		(19,816)	
				<u>(19,816)</u>	
Net current assets			84,592		614,782
Total net assets			<u>7,580,283</u>		<u>7,381,177</u>
The funds of the charity:	11				
Capital funds:					
Endowments		<u>7,299,656</u>	7,299,656	<u>7,100,550</u>	7,100,550
Income funds:					
Restricted funds	12	<u>280,627</u>	<u>280,627</u>	<u>280,627</u>	<u>280,627</u>
Total charity funds			<u>7,580,283</u>		<u>7,381,177</u>

Approved by the trustees on 30 January 2025 and signed on their

behalf by

On behalf of Mercer and Hole Trustees Limited

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2024

1 Accounting policies

a) Statutory information

G4S Employees' Trust is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 72 London Road, St Albans, Hertfordshire AL1 1NS.

b) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

The endowment funds represent the original capital gift to the charity, plus subsequent additions to the endowment, less amounts which have been transferred to the unrestricted fund for distribution. The trustees are entitled to use the endowment in furtherance of the general objectives of the charity at their discretion, and they transfer funds from endowment to the unrestricted funds as required.

Unrestricted funds are incoming resources generated from the endowment for the charitable purposes.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2024

g) Fund accounting continued

The restricted fund is a fund dedicated to beneficiaries who have suffered poverty or hardship as a result of COVID-19. The funds totalling £370,000 were donated by senior employees of G4S. A further separate fund, dedicated to employees who had suffered poverty or hardship as a result of the war in Ukraine, was established in the year ended 5 April 2023. Funds totalling £3,938 were raised and the funds were fully spent in the year ended 5 April 2023.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure consists of:

- Costs of raising funds relating to investment management costs.
 - Governance costs relate to the management of the charity's assets and compliance with constitutional and statutory requirements.
 - Other expenditure represents those items not falling into any other heading
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash at the investment manager's bank is held to meet the day to day running costs of the charity as they fall due.

m) Creditors and provisions

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2024

2 Income from investments

	Unrestricted £	Restricted £	Endowment £	2024 Total £	2023 Total £
Investment income	127,109	–	–	127,109	98,654
Deposit interest	20,522	–	–	20,522	10,268
	147,631	–	–	147,631	108,922

3 Cost of generating funds

	Unrestricted £	Restricted £	Endowment £	2024 Total £	2023 Total £
Investment management fees	–	–	42,174	42,174	54,349
	–	–	42,174	42,174	54,349

The investment management costs are all attributed to endowment funds.

4 Charitable activities – grant making

	Unrestricted £	Restricted £	2024 Total £	2023 Total £
Grants made to individuals	433,135	–	433,135	291,554
Legal fees	–	–	–	900
LEI fee	60	–	60	–
Mercer & Hole Trustees Limited	46,800	–	46,800	40,920
Audit and examination fees	7,200	–	7,200	6,600
	487,195	–	487,195	339,974

5 Analysis of staff costs, trustee remuneration and expenses

No staff are employed by the charity.

Entitlement to trustees' remuneration was granted under the terms of the Trust Deed. A total of £46,800 (inclusive of VAT) was billed by Mercer & Hole Trustees Limited during the period under review (2023: £40,920).

No expenses have been incurred by the trustees during the period (2023: £nil).

6 Related party transactions

During the year the trust incurred fees of £46,800 (2023: £40,920) for accountancy and administration services payable to Mercer & Hole Trustees Limited.

7 Taxation

The charity is exempt from UK corporation tax and income tax as all its income is charitable and is applied for charitable purposes.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2024

8 Listed investments

	2024 £	2023 £
Fair value at the start of the year	6,766,395	7,706,269
Additions at cost	10,139,241	1,381,781
Disposal proceeds	(10,000,377)	(1,961,472)
Reinvested income	1,314	6,683
Net gain / (loss) on change in fair value	589,118	(366,866)
Fair value at the end of the year	7,495,691	6,766,395
Historic cost at the end of the year	7,306,420	5,909,172
	£	£
Shares listed on the London Stock Exchange	7,495,691	742,906
Non-UK listed securities	–	6,023,489
	7,495,691	6,766,395
Investments representing over 5% by value of the portfolio comprise:	2024 £	2023 £
7,419 JP Morgan American Equity Fund	–	532,096
3,352 Robeco BP Global Premium Equities	–	487,998
8,420 Vanguard Investment Series S&P 500 Etf	–	522,693
13,110,094 Schroder Unit Trusts	7,487,175	–

9 Debtors

	2024 £	2023 £
Grants repayable	–	4,100
	–	4,100

10 Creditors: amounts

	2024 £	2023 £
Investment manager's charges	3,336	13,216
Auditor's remuneration	7,200	6,600
	10,536	19,816

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2024

11a Analysis of net assets

	Restricted £	Endowment £	Total £
Investments	–	7,495,692	7,495,692
Net current assets	280,627	(196,036)	84,591
Net assets at 5 April 2024	280,627	7,299,656	7,580,283

11b Analysis of net assets between funds (prior year)

	Restricted £	Endowment £	Total £
Investments	–	6,766,395	6,766,395
Net current assets	280,627	334,155	614,782
Net assets at 5 April 2023	280,627	7,100,550	7,381,177

12 Analysis of charitable funds – restricted funds

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	280,627	–	–	280,627
Total	280,627	–	–	280,627

Analysis of charitable funds – restricted fund (prior year)

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	280,627	–	–	280,627
Ukraine Restricted Fund	–	3,938	3,938	–
Total	280,627	3,938	3,938	280,627

The Covid-19 Restricted Fund was established during the year ended 5 April 2021 by an initial gift of £370,000 by senior employees of G4S Ltd. The fund is dedicated to beneficiaries who have suffered poverty or hardship as a result of the coronavirus pandemic.

The Ukraine Restricted Fund was established within the year ended 5 April 2023 following an internal fund raising appeal within G4S Ltd. Donations totalling £3,938 were received and spent within that year.

13 Grants made during the year

In 2024 there were 110 grants made to 550 individuals from the unrestricted fund, totalling £433,135. There were no grants paid from the Covid-19, or the Ukraine Restricted Fund.

In 2023 there were 117 separate grants to 404 individuals from the unrestricted fund, totalling £287,616. There were 3 grants totalling £3,938 from the Ukraine Restricted fund. There were no grants paid from the Covid-19 Restricted Fund.

Unrestricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount £
1	Afghanistan	Europe & Middle East	Risk Management Group	10,000
11	Brazil	Americas, LATAM	Secure Solutions	19,344
9	Cameroon	Africa	Secure Solutions	8,869
4	Chile	Americas, LATAM	Secure Solutions	12,000
5	Egypt	Africa	Secure Solutions	2,373
6	Greece	Europe & Middle East	Secure Solutions	18,041
123	Guam	Asia Pacific & India	Secure Solutions	225,503
3	India	Asia Pacific & India	Secure Solutions	19,941
2	Indonesia	Asia Pacific & India	Secure Solutions	5,542
1	Ivory coast	Africa	Secure Solutions	2,623
1	Jersey	Europe & Middle East	Secure Solutions	2,000
14	Lebanon	Europe & Middle East	Technology Solutions	23,325
1	Madagascar	Africa	Secure Solutions	100
320	Malawi	Africa	Secure Solutions	17,895
1	Mozambique	Africa	Ordnance Management	736
2	Nigeria	Africa	Secure Solutions	1,515
1	Pakistan	Asia Pacific & India	Secure Solutions	1,000
5	Peru	Americas, LATAM	Secure Solutions	2,227
2	Serbia	Europe & Middle East	Secure Solutions	4,106
1	Slovakia	Europe & Middle East	Secure Solutions	3,420
4	South Sudan	Africa	Secure Solutions	3,232
23	UK	Europe & Middle East	Facilities Management	30,459
9	Ukraine	Europe & Middle East	Transport Services	17,831
1	Zambia	Africa	Secure Solutions	1,053
550				433,135

Allied Universal Employees' Trust

England & Wales - Charity number 281616

Accounts

Charity Number: 281616

G4S Employees' Trust

Report and financial statements
For the year ended 5 April 2023

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G4S Employees' Trust

Reference and administrative information

For the year ended 5 April 2023

Date of settlement	3 December 1956 and Deeds of Variation dated 3 December 1980 and 25 April 2006
Name change	16 November 2009 to G4S Employees' Trust
Charity number	281616
Governing document	G4S Employees' Trust is an unincorporated charity, and is governed by its Trust Deed and Deeds of Variation.
Settlor	G4S Cash Solutions (UK) Ltd
Registered office and operational address	72 London Road ST ALBANS, Hertfordshire AL1 1NS
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Mercer & Hole Trustees Limited Sok Wah Lee Catherine Fiona Hooper (Appointed 28 April 2022)
Law of trust	England and Wales
Terms of trust	A charitable trust providing benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees.
Beneficiary	Employee: any officer, employee or former officer or employee of G4S. Dependant: wife/husband/widow/widower/child/other dependant of employee.
Investment managers and bankers	Schroder & Co Limited 1 London Wall Place LONDON, EC2Y 5AU
Custodian	Schroder Investment Management Limited, 1 London Wall Place LONDON, EC2Y 5AU
Independent Auditor	Joanna Pittman Sayer Vincent LLP Chartered Accountants Invicta House, 108–114 Golden Lane, LONDON, EC1Y 0TL

This summary is not intended to be a comprehensive statement of the terms of the Trust. Reference should be made to the Trust Deed and Deeds of Variation as required.

G4S Employees' Trust

Trustees' annual report

For the year ended 5 April 2023

The G4S Employees' Trust is constituted by a Trust Deed dated 3 December 1956 as varied by Deeds of Variation dated 3 December 1980 and 25 April 2006.

The trustees present their report and the audited financial statements for the year ended 5 April 2023. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 and the Statement of Recommended Practice – Accounting and Reporting by Charities: (SORP 2019) applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The objects of the Trust are to provide benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees. The trustees consider making grants in circumstances where all of the contractual and statutory entitlements have been claimed and where these are insufficient to alleviate financial hardship.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. The objectives of the Trust (see above) are clearly of public benefit both directly and indirectly.

Grant making policy

The trustees consider and, whenever appropriate, respond to requests for financial assistance by making cash grants, providing these fall within the terms of the Trust Deed (as varied).

The dispensation of relief by way of such grants can take the form of gifts or loans, in payment for medical treatment, professional services or funeral expenses and discharging of debts.

Claims for grant aid are considered by Human Resources Departments throughout the world and referred for final approval to the trustees based on individual circumstances and benefits are measured in months of local salary equivalent.

Achievements and performance

The charity's main activities and who it tries to help are described under objectives above. All its charitable activities focus on achieving its objective and are undertaken to further G4S Employees' Trust's charitable purposes for the public benefit.

During the year ended 5 April 2023 the trustees met the trust's objective by making grants totalling £291,554 (2022:£190,482) as shown on pages 18 and 19.

The human resource team at G4S Ltd are identifying claimants worldwide and communicate to the trustees on a regular basis. There were 120 separate grants made to 407 individuals (including 263 grants to South Africa flood victims, 10 grants to Indonesia to earthquake victims and 62 grants to the beneficiaries affected by the conflict in Ukraine) during the year ended 5 April 2023 (2022: 70 grants made to 512 individuals).

Financial review

For the purposes of the financial review, the income comparisons are made between the total income funds including unrestricted and restricted funds.

The total income was £112,860 (2022: £93,987) with expenditure amounting to £394,323 (2022: £293,624). Therefore, there was an increase in incoming resources and an increase in outgoing expenditure.

There were 120 grants made to 407 individuals compared with 70 grants made to 512 individuals during the year ended 5 April 2023. There were 117 grants to 404 individuals from the unrestricted fund totalling £287,616 and 3 grants to 3 individuals from the Ukraine Restricted Fund totalling £3,938. There were 0 grants from the Covid-19 Restricted Fund. The overall amount of the grants paid out was more than in the previous year (2023 £291,554: 2022 £190,482). At the year end the net asset value of the charity was £7,381,177 (2022: £8,033,850).

The investments and cash of the charity are held to the order of the trustees by Schroder Investment Management Limited and are managed by Schroder & Co Limited. The charity made a realised loss on sale of investments of £84,065 (2022 gain £74,251) and an unrealised loss of £282,801 (2022 gain of £225,590) on the revaluation of investments.

The total loss on investments was £366,866, and after deducting the cost of investment management of £54,349, the loss on currency exchange of £4,344 and the transfer to the unrestricted fund of £227,114 this resulted in a net decrease in funds of £652,673 for the year.

Investment policy

The major part of the income of the charity is derived from its investments. The investment manager's objective is to maximise total return with due regard to risk. The trustees regularly review with the investment manager the income requirement and capital base. The investment portfolio is held across a broad range of asset classes with worldwide exposure to investment markets.

Reserves policy and going concern

The trustees keep under review the level of reserves and consider it prudent to retain sufficient funds to enable the charity to respond adequately to applications for grant-assistance received from beneficiaries. In the year ended 5 April 2023 the trustees achieved their objective to distribute fully the annual income from the unrestricted fund. The trustees have power to expend capital as well as income in support of their charitable objectives and a transfer of £227,114 was made from the endowment funds.

Principal risks and uncertainties

The trustees have carried out a review of the major risks facing the charity. The trustees also ensure that there is a monitoring and review process in place to capture new risks as they may arise, and that systems are in place to mitigate these.

Plans for the future

The trustees plan for the future is to continue their grant making policy thus assisting the trust in fulfilling their objectives. The trustees aim to utilise the unrestricted, restricted and endowment funds to achieve this objective.

On 6 April 2021, G4S was acquired by Allied Universal, an American provider of security systems and services following which G4S was delisted. The beneficiaries remain the past or present employees of G4S Ltd or any of its subsidiaries, and dependants of such employees. The income of the charity may be applied in making any payments which will provide relief from poverty and hardship of deserving and needy past & present employees of G4S Ltd, or any of its subsidiaries, and for dependants of such employees.

Structure, governance and management

The organisation is an unincorporated charity registered as a charity in England and Wales.

The charity is constituted under a trust deed dated 3 December 1956 and deeds of variations dated 3 December 1980 and 25 April 2006.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Trustees

Sok Wah Lee, Catherine Fiona Hooper and Mercer & Hole Trustees Limited were trustees during the year ended 5 April 2023.

The present directors of Mercer & Hole Trustees Limited are:

Paul Maberly FCA

Gill Tallon CTA

Lisa Spearman CTA

Helen Price CTA TEP

Liz Cuthbertson CA CTA

Dan Bisby CTA TEP

Alison Palmer CTA

Charmain Alway CTA

Henry Lowe CTA

Simon Coggins TEP

Sok Wah Lee and Catherine Hooper (employed by G4S Ltd) received no remuneration or expenses. No one connected with Mercer & Hole Trustees Limited received any personal benefits or expenses.

Appointment of trustees

The Settlor has the power to appoint new trustees.

Trustee induction and training

If a new or additional trustee is appointed they will be encouraged to receive appropriate training depending on their qualifications and experience.

Related parties and relationships with other organisations

There are no related parties and relationships with other organisations other than Mercer & Hole Trustees Limited.

Funds held as custodian trustee on behalf of others

No funds are held as custodian trustee on behalf of others.

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Auditor

Sayer Vincent LLP was appointed as the charity's independent auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 25 January 2024 and signed on their behalf by

Independent auditor's report to the trustees of G4S Employees' Trust

Opinion

We have audited the financial statements of G4S Employees' Trust (the 'charity') for the year ended 5 April 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 5 April 2023 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Prior year unaudited

The financial statements of G4S Employees' Trust for the year ended 5 April 2022 were unaudited. An independent examination was performed which expressed an unmodified opinion on those statements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt

on G4S Employees' Trust's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

30 January 2024

Sayer Vincent LLP, Statutory Auditor
Invicta House, 110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

G4S Employees' Trust

Statement of financial activities

For the year ended 5 April 2023

	Note	Unrestricted £	Restricted £	Endowment £	2023 Total £	Unrestricted £	Restricted £	Endowment £	2022 Total £
Income from:									
Investments	2	108,922	–	–	108,922	93,987	–	–	93,987
Donations received		–	3,938	–	3,938	–	–	–	–
Total income		108,922	3,938	–	112,860	93,987	–	–	93,987
Expenditure on:									
Raising funds	3	–	–	54,349	54,349	–	–	58,057	58,057
Charitable activities									
Grant making	4	336,036	3,938	–	339,974	179,568	55,999	–	235,567
Total expenditure		336,036	3,938	54,349	394,323	179,568	55,999	58,057	293,624
Net (expenditure) before net gains / (losses) on investments		(227,114)	–	(54,349)	(281,463)	(85,581)	(55,999)	(58,057)	(199,637)
Loss on currency exchange		–	–	(4,344)	(4,344)	–	–	(1,374)	(1,374)
Net gains / (losses) on investments	8	–	–	(366,866)	(366,866)	–	–	299,841	299,841
Net income / (expenditure)		(227,114)	–	(425,559)	(652,673)	(85,581)	(55,999)	240,410	98,830
Transfers between funds		227,114	–	(227,114)	–	85,581	–	(85,581)	–
Net income / (expenditure) before other recognised gains and losses		–	–	(652,673)	(652,673)	–	(55,999)	154,829	98,830
Net movement in funds	12	–	–	(652,673)	(652,673)	–	(55,999)	154,829	98,830
Reconciliation of funds:									
Total funds brought forward		–	280,627	7,753,223	8,033,850	–	336,626	7,598,394	7,935,020
Total funds carried forward		–	280,627	7,100,550	7,381,177	–	280,627	7,753,223	8,033,850

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

G4S Employees' Trust

Balance sheet

For the year ended 5 April 2023

	Note	£	2023 £	2022 £
Fixed assets:				
Investments	8		<u>6,766,395</u>	<u>7,706,269</u>
			6,766,395	7,706,269
Current assets:				
Debtors	9	4,100	-	-
Investment managers' bank accounts		<u>630,498</u>	<u>353,868</u>	
		634,598	353,868	
Liabilities:				
Creditors: amounts falling due within one year	10	<u>(19,816)</u>	<u>(26,287)</u>	
Net current assets			<u>614,782</u>	<u>327,581</u>
Total net assets			<u><u>7,381,177</u></u>	<u><u>8,033,850</u></u>
The funds of the charity:	11			
Capital funds:				
Endowments		<u>7,100,550</u>	<u>7,100,550</u>	<u>7,753,223</u>
			7,100,550	7,753,223
Income funds:				
Restricted funds	12	<u>280,627</u>	<u>280,627</u>	
Unrestricted		-	-	
		280,627	280,627	
Total charity funds			<u><u>7,381,177</u></u>	<u><u>8,033,850</u></u>

Approved by the trustees on 25 January 2024 and signed on their behalf by

On behalf of Mercer and Hole Trustees Limited

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

1 Accounting policies

a) Statutory information

G4S Employees' Trust is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 72 London Road, St Albans, Hertfordshire AL1 1NS.

b) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

The endowment funds represent the original capital gift to the charity, plus subsequent additions to the endowment, less amounts which have been transferred to the unrestricted fund for distribution. The trustees are entitled to use the endowment in furtherance of the general objectives of the charity at their discretion, and they transfer funds from endowment to the unrestricted funds as required.

Unrestricted funds are incoming resources generated from the endowment for the charitable purposes.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

g) Fund accounting continued

The restricted fund is a fund dedicated to beneficiaries who have suffered poverty or hardship as a result of COVID-19. The funds totalling £370,000 were donated by senior employees of G4S. A further separate fund, dedicated to employees who had suffered poverty or hardship as a result of the war in Ukraine, was established in the year ended 5 April 2023. Funds totalling £3,938 were raised and the funds were fully spent in the year ended 5 April 2023.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure consists of:

- Costs of raising funds relating to investment management costs.
- Governance costs relate to the management of the charity's assets and compliance with constitutional and statutory requirements.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash at the investment manager's bank is held to meet the day to day running costs of the charity as they fall due.

m) Creditors and provisions

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

2 Income from investments

	Unrestricted £	Restricted £	Endowment £	2023 Total £	2022 Total £
Investment income	98,654	–	–	98,654	93,966
Deposit interest	10,268	–	–	10,268	21
	108,922	–	–	108,922	93,987

3 Cost of generating funds

	Unrestricted £	Restricted £	Endowment £	2023 Total £	2022 Total £
Investment management fees	–	–	54,349	54,349	58,057
	–	–	54,349	54,349	58,057

The investment management costs are all attributed to endowment funds.

4 Charitable activities – grant making

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
Grants made to individuals	287,616	3,938	291,554	190,482
Legal fees	900	–	900	–
Mercer & Hole Trustees Limited	40,920	–	40,920	41,340
Legal Entity Identifier	–	–	–	145
Audit and examination fees	6,600	–	6,600	3,600
	336,036	3,938	339,974	235,567

5 Analysis of staff costs, trustee remuneration and expenses

No staff are employed by the charity.

Entitlement to trustees' remuneration was granted under the terms of the Trust Deed. A total of £40,920 (inclusive of VAT) was billed by Mercer & Hole Trustees Limited during the period under review (2022: £41,340).

No expenses have been incurred by the trustees during the period (2022: £nil).

6 Related party transactions

During the year the trust incurred fees of £40,920 (2022:£41,340) for accountancy and administration services payable to Mercer & Hole Trustees Limited.

7 Taxation

The charity is exempt from UK corporation tax and income tax as all its income is charitable and is applied for charitable purposes.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

8 Listed investments

	2023 £	2022 £
Fair value at the start of the year	7,706,269	7,042,225
Additions at cost	1,381,781	3,612,367
Disposal proceeds	(1,961,472)	(3,249,390)
Reinvested income	6,683	1,226
Net gain / (loss) on change in fair value	(366,866)	299,841
Fair value at the end of the year	6,766,395	7,706,269
Historic cost at the end of the year	5,909,172	6,474,569
	£	£
Shares listed on the London Stock Exchange	742,906	1,292,241
Non-UK listed securities	6,023,489	6,414,028
	6,766,395	7,706,269
Investments representing over 5% by value of the portfolio comprise:	2023 £	2022 £
7,419 JP Morgan American Equity Fund	532,096	575,306
3,352 Robeco BP Global Premium Equities	487,998	453,727
30,475 Polar UK Value Opportunites Fund	–	390,690
8,420 Vanguard Investment Series S&P 500 Etf	522,693	555,552

9 Debtors

	2023 £	2022 £
Grants repayable	4,100	–
	4,100	–

10 Creditors: amounts

	2023 £	2022 £
Investment manager's charges	13,216	14,047
Independent Examiner's remuneration	–	3,600
Auditor's remuneration	6,600	–
Accountant's fees	–	8,640
	19,816	26,287

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

11a Analysis of net assets

	Restricted £	Endowment £	Total £
Investments	–	6,766,395	6,766,395
Net current assets	280,627	334,155	614,782
Net assets at 5 April 2023	280,627	7,100,550	7,381,177

11b Analysis of net assets between funds (prior year)

	Restricted £	Endowment £	Total £
Investments	–	7,706,269	7,706,269
Net current assets	280,627	46,954	327,581
Net assets at 5 April 2022	280,627	7,753,223	8,033,850

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

12 Analysis of charitable funds – restricted funds

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	280,627	-	-	280,627
Ukraine Restricted Fund	-	3,938	3,938	-
Total	-	3,938	3,938	280,627

Analysis of charitable funds – restricted fund (prior year)

Analysis of Fund movements £	Balance b/fwd £	Income £	Expenditure £	Balance c/fwd £
Covid-19 Restricted Fund	-	336,626	55,999	280,627
Total	-	336,626	55,999	280,627

The Covid-19 Restricted Fund was established during the year ended 5 April 2021 by an initial gift of £370,000 by senior employees of G4S Ltd. The fund is dedicated to beneficiaries who have suffered poverty or hardship as a result of the coronavirus pandemic.

The Ukraine Restricted Fund was established during the year ended 5 April 2023 following an internal fund raising appeal within G4S Ltd. Donations totalling £3,938 were received and spent within the year.

13 Grants made during the year

In 2023 there were 117 separate grants to 404 individuals from the unrestricted fund, totalling £287,616. There were 3 grants totalling £3,938 from the Ukraine Restricted Fund. There were no grants paid from the Covid-19 Restricted Fund.

In 2022 there were 50 separate grants to 407 individuals from the unrestricted fund, totalling £134,483. There were 20 separate grants to 105 individuals from the Covid-19 Restricted Fund, totalling £55,999.

Unrestricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount £
2	Afghanistan	Europe & Middle East	Risk Management Group	6,000
13	Cameroon	Africa	Secure Solutions	21,171
1	China	Asia Pacific & India	Information System Department	5,232
5	Egypt	Africa	Secure Solutions	5,552
2	Greece	Europe & Middle East	Secure Solutions	4,260
1	Guinea	Africa	Secure Solutions	900
1	India	Asia Pacific & India	Secure Solutions	500
10	Indonesia	Asia Pacific & India	Secure Solutions	5,300
2	Lebanon	Europe & Middle East	Secure Solutions	3,053
1	Nigeria	Africa	Secure Solutions	915
2	Serbia	Europe & Middle East	Secure Solutions	1,682
1	Slovakia	Europe & Middle East	Technology Solutions	1,500
263	South Africa	Africa	Secure Solutions	98,350
1	South Sudan	Europe & Middle East	Ordnance Management	410
1	Spain	Europe & Middle East	Secure Solutions	400
5	Thailand	Asia Pacific & India	Secure Solutions	1,231
57	Ukraine	Europe & Middle East	Secure Solutions	82,370
2	Ukraine	Europe & Middle East	International Employment Services Limited	8,250
1	UAE	Europe & Middle East	Secure Solutions	2,563
2	UK	Europe & Middle East	Facilities Management	2,000
1	UK	Europe & Middle East	Transport Services	2,750
23	UK	Europe & Middle East	Secure Solutions	26,180
7	USA	Americas, LATAM	Secure Solutions	7,047
404				287,616

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2023

13 Grants made during the year continued

Ukraine Restricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount £
<u>3</u>	Ukraine	Europe & Middle East	Secure Solutions	<u>3,938</u>
3				<u>3,938</u>

Allied Universal Employees' Trust

England & Wales - Charity number 281616

Accounts

Charity Number: 281616

G4S Employees' Trust

Report and financial statements

For the year ended 5 April 2022

G4S Employees' Trust

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G4S Employees' Trust

Reference and administrative information

For the year ended 5 April 2022

Date of settlement	3 December 1956 and Deeds of Variation dated 3 December 1980 and 25 April 2006
Name change	16 November 2009 to G4S Employees' Trust
Charity number	281616
Governing document	G4S Employees' Trust is an unincorporated charity, and is governed by its Trust Deed and Deeds of Variation.
Settlor	G4S Cash Solutions (UK) Ltd
Registered office and operational address	72 London Road ST ALBANS, Hertfordshire AL1 1NS
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Mercer & Hole Trustees Limited Sok Wah Lee Catherine Fiona Hooper (Appointed 28 April 2022)
Law of trust	England and Wales
Terms of trust	A charitable trust providing benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees.
Beneficiary	Employee: any officer, employee or former officer or employee of G4S. Dependant: wife/husband/widow/widower/child/other dependant of employee.
Investment managers and bankers	Schroder & Co Limited 1 London Wall Place LONDON, EC2Y 5AU
Custodian	Schroder Investment Management Limited, 1 London Wall Place LONDON, EC2Y 5AU
Independent Examiner	Joanna Pittman Sayer Vincent LLP Chartered Accountants Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

This summary is not intended to be a comprehensive statement of the terms of the Trust. Reference should be made to the Trust Deed and Deeds of Variation as required.

G4S Employees' Trust

Trustees' annual report

For the year ended 5 April 2022

The G4S Employees' Trust is constituted by a Trust Deed dated 3 December 1956 as varied by Deeds of Variation dated 3 December 1980 and 25 April 2006.

The trustees present their report and the independently examined statements for the year ended 5 April 2022. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 and the Statement of Recommended Practice – Accounting and Reporting by Charities: (SORP 2019) applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The objects of the Trust are to provide benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees. The trustees consider making grants in circumstances where all of the contractual and statutory entitlements have been claimed and where these are insufficient to alleviate financial hardship.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. The objectives of the Trust (see above) are clearly of public benefit both directly and indirectly.

Grant making policy

The trustees consider and, whenever appropriate, respond to requests for financial assistance by making cash grants, providing these fall within the terms of the Trust Deed (as varied).

The dispensation of relief by way of such grants can take the form of gifts or loans, in payment for medical treatment, professional services or funeral expenses and discharging of debts.

Claims for grant aid are considered by Human Resources Departments throughout the world and referred for final approval to the trustees based on individual circumstances and benefits are measured in months of local salary equivalent.

Achievements and performance

The charity's main activities and who it tries to help are described under objectives above. All its charitable activities focus on achieving its objective and are undertaken to further G4S Employees' Trust's charitable purposes for the public benefit.

During the year ended 5 April 2022 the trustees met the trust's objective by making grants totalling £190,482 (2021: £131,482) as shown on page 13.

The human resource team at G4S Ltd are identifying claimants worldwide and communicate to the trustees on a regular basis. There were 70 separate grants made to 512 individuals (including 70 grants to Mozambique attack victims and 290 grants to the beneficiaries affected by the conflict in Ukraine) during the year ended 5 April 2022 (2021: 77 grants made to 147 individuals).

Financial review

The prior year ended 5 April 2021 included a one off donation of £370,000 made by senior employees of G4S. For the purposes of the financial review, the income comparisons are made between the unrestricted funds.

The total income from the unrestricted fund was £93,987 (2021: £91,389) with expenditure amounting to £293,624 (2021: £252,151). Therefore, there was a increase in incoming resources and an increase in outgoing expenditure.

There were 70 grants made to 512 individuals (including 2 grants to 70 Mozambique attack victims and 1 grant to 290 beneficiaries affected by the conflict in Ukraine) compared with 77 grants made to 147 individuals during the year ended 5 April 2021. There were 50 grants to 407 individuals from the unrestricted fund totalling £134,483 and 20 grants to 105 individuals totalling £55,999 from the restricted fund. The overall amount of the grants paid out was more than in the previous year (2022 £190,482: 2021 £131,482). At the year end the net asset value of the charity was £8,033,850 (2021: £7,935,020).

The investments and cash of the charity are held to the order of the trustees by Schroder Investment Management Limited, and are managed by Schroder & Co Limited. The charity made a realised gain on sale of investments of £74,251 (2021 gain £495,042) and an unrealised gain of £225,590 (2021 gain of £1,307,437) on the revaluation of investments.

The total gain on investments was £299,841, and after deducting the cost of investment management of £58,057, the loss on currency exchange of £1,374, the transfer to the unrestricted fund of £85,581 and the net movement in funds of £55,999 this resulted in a net increase in funds of £98,830 for the year.

Investment policy

The major part of the income of the charity is derived from its investments. The investment manager's objective is to maximise total return with due regard to risk. The trustees regularly review with the investment manager the income requirement and capital base. The investment portfolio is held across a broad range of asset classes with worldwide exposure to investment markets. During the year to 31 March 2022 the portfolio grew by 4.9% measured on a total return basis. By way of comparison, the UK FTSE All Share index returned 13.0%, the MSCI World Index (GBP) returned 12.4% and cash returned 0.2%.

Reserves policy and going concern

The trustees keep under review the level of reserves and consider it prudent to retain sufficient funds to enable the charity to respond adequately to applications for grant-assistance received from beneficiaries. In the year ended 5 April 2022 the trustees achieved their objective to distribute fully the annual income from the unrestricted fund. The trustees have power to expend capital as well as income in support of their charitable objectives and a transfer of £85,581 was made from the endowment funds.

Principal risks and uncertainties

The trustees have carried out a review of the major risks facing the charity. The trustees also ensure that there is a monitoring and review process in place to capture new risks as they may arise, and that systems are in place to mitigate these.

Plans for the future

The trustees plan for the future is to continue their grant making policy thus assisting the trust in fulfilling their objectives. The trustees aim to utilise the unrestricted, restricted and endowment funds to achieve this objective.

On 6 April 2021, G4S was acquired by Allied Universal, an American provider of security systems and services following which G4S was delisted. The beneficiaries remain the past or present employees of G4S Ltd or any of its subsidiaries, and dependants of such employees. The income of the charity may be applied in making any payments which will provide relief from poverty and hardship of deserving and needy past & present employees of G4S Ltd, or any of its subsidiaries, and for dependants of such employees.

Structure, governance and management

The organisation is an unincorporated charity registered as a charity in England and Wales.

The charity is constituted under a trust deed dated 3 December 1956 and deeds of variations dated 3 December 1980 and 25 April 2006.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Trustees

Sok Wah Lee and Mercer & Hole Trustees Limited were trustees during the year ended 5 April 2022.

The present directors of Mercer & Hole Trustees Limited are:

Paul Maberly FCA

Gill Tallon CTA

Lisa Spearman CTA

Helen Price CTA TEP

Liz Cuthbertson CA CTA

Dan Bisby CTA TEP

Alison Palmer CTA

Charmain Alway CTA

Henry Lowe CTA

Sok Wah Lee (employed by G4S Ltd) received no remuneration or expenses. No one connected with Mercer & Hole Trustees Limited received any personal benefits or expenses.

Appointment of trustees

The Settlor has the power to appoint new trustees.

Trustee induction and training

If a new or additional trustee is appointed they will be encouraged to receive appropriate training depending on their qualifications and experience.

Related parties and relationships with other organisations

There are no related parties and relationships with other organisations other than Mercer & Hole Trustees Limited.

Funds held as custodian trustee on behalf of others

No funds are held as custodian trustee on behalf of others.

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Independent Examiner

Sayer Vincent LLP was appointed as the charity's independent examiner during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 2 February 2023 and signed on their behalf by

Daniel Bisby
Mercer & Hole Trustees Limited

Independent examiner's report to the trustees of G4S Employees' Trust

I report to the trustees on my examination of the accounts of G4S Employees' Trust for the year ended 5 April 2022.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 Accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- 2 The accounts do not accord with those records; or
- 3 The accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

Name: Joanna Pittman FCA

Address: Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Date: 3 February 2023

G4S Employees' Trust

Statement of financial activities

For the year ended 5 April 2022

	Note	Unrestricted £	Restricted £	Endowment £	2022 Total £	Unrestricted £	Restricted £	Endowment £	2021 Total £
Income from:									
Investments	2	93,987	-	-	93,987	91,389	-	-	91,389
Donations received		-	-	-	-	-	370,000	-	370,000
Total income		93,987	-	-	93,987	91,389	370,000	-	461,389
Expenditure on:									
Raising funds	3	-	-	58,057	58,057	-	-	50,732	50,732
Charitable activities									
Grant making	4	179,568	55,999	-	235,567	168,045	33,374	-	201,419
Total expenditure		179,568	55,999	58,057	293,624	168,045	33,374	50,732	252,151
Net income / (expenditure) before net gains / (losses) on investments		(85,581)	(55,999)	(58,057)	(199,637)	(76,656)	336,626	(50,732)	209,238
Loss/Gain on currency exchange		-	-	(1,374)	(1,374)	-	-	(4,806)	(4,806)
Net gains / (losses) on investments	8	-	-	299,841	299,841	-	-	1,802,479	1,802,479
Net income / (expenditure)		(85,581)	(55,999)	240,410	98,830	(76,656)	336,626	1,746,941	2,006,911
Transfers between funds		85,581	-	(85,581)	-	76,656	-	(76,656)	-
Net income / (expenditure) before other recognised gains and losses		-	(55,999)	154,829	98,830	-	336,626	1,670,285	2,006,911
Net movement in funds	12	-	(55,999)	154,829	98,830	-	336,626	1,670,285	2,006,911
Reconciliation of funds:									
Total funds brought forward		-	336,626	7,598,394	7,935,020	-	-	5,928,109	5,928,109
Total funds carried forward		-	280,627	7,753,223	8,033,850	-	336,626	7,598,394	7,935,020

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

G4S Employees' Trust

Balance sheet

For the year ended 5 April 2022

	Note	£	2022 £	2021 £
Fixed assets:				
Investments	8		7,706,269	7,042,225
			<u>7,706,269</u>	<u>7,042,225</u>
Current assets:				
Debtors	9	-	1,860	
Investment managers' bank accounts		353,868	909,510	
		<u>353,868</u>	<u>911,370</u>	
Liabilities:				
Creditors: amounts falling due within one year	10	(26,287)	(18,575)	
			<u>(18,575)</u>	
Net current assets / (liabilities)			<u>327,581</u>	<u>892,795</u>
Total net assets / (liabilities)			<u><u>8,033,850</u></u>	<u><u>7,935,020</u></u>
The funds of the charity:	11			
Capital funds:				
Endowments		7,753,223	7,598,394	7,598,394
			<u>7,598,394</u>	
Income funds:				
Restricted funds	12	280,627	336,626	
Unrestricted		-	-	
		<u>280,627</u>	<u>336,626</u>	
Total charity funds			<u><u>8,033,850</u></u>	<u><u>7,935,020</u></u>

Approved by the trustees on 2 February 2023 and signed on their behalf by Daniel Bisby

On behalf of Mercer and Hole Trustees

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2022

1 Accounting policies

a) Statutory information

G4S Employees' Trust is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 72 London Road, St Albans, Hertfordshire AL1 1NS.

b) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

The endowment funds represent the original capital gift to the charity, plus subsequent additions to the endowment, less amounts which have been transferred to the unrestricted fund for distribution. The trustees are entitled to use the endowment in furtherance of the general objectives of the charity at their discretion, and they transfer funds from endowment to the unrestricted funds as required.

Unrestricted funds are incoming resources generated from the endowment for the charitable purposes.

The restricted fund is a fund dedicated to beneficiaries who have suffered poverty or hardship as a result of COVID-19. The funds totalling £370,000 were donated by senior employees of G4S.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure consists of:

- Costs of raising funds relating to investment management costs.
- Governance costs relate to the management of the charity's assets and compliance with constitutional and statutory requirements.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2022

1 Accounting policies (continued)

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash at the investment manager's bank is held to meet the day to day running costs of the charity as they fall due.

m) Creditors and provisions

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

2 Income from investments

	Unrestricted £	Restricted £	Endowment £	2022 Total £	2021 Total £
Dividends	93,966	-	-	93,966	91,389
Interest receivable (gross)	21	-	-	21	-
Donations received	-	-	-	-	370,000
	<u>93,987</u>	<u>-</u>	<u>-</u>	<u>93,987</u>	<u>461,389</u>

3 Cost of generating funds

	Unrestricted £	Restricted £	Endowment £	2022 Total £	2021 Total £
Investment management fees	-	-	58,057	58,057	50,732
	<u>-</u>	<u>-</u>	<u>58,057</u>	<u>58,057</u>	<u>50,732</u>

The investment management costs are all attributed to endowment funds.

4 Charitable activities – grant making

	Unrestricted £	Restricted £	Endowment £	2022 Total £	2021 Total £
Grants made to individuals in accordance with class 4 of the Second Schedule to the Deed of Variation (note 13)	134,483	55,999	-	190,482	131,482
Legal fees	-	-	-	-	900
Mercer & Hole Trustees Limited – management fee	41,340	-	-	41,340	34,080
Legal Entity Identifier	145	-	-	145	75
Sayer Vincent – Independent examination fee current year	3,600	-	-	3,600	5,280
Bank charges	-	-	-	-	7
Loss on exchange rate conversion	-	-	-	-	15,803
Mercer & Hole Trustees Limited correction to closing creditor for year ended 5 April 2020	-	-	-	-	10,800
Irrecoverable foreign income tax written off	-	-	-	-	2,992
	<u>179,568</u>	<u>55,999</u>	<u>-</u>	<u>235,567</u>	<u>201,419</u>

5 Analysis of staff costs, trustee remuneration and expenses

No staff are employed by the charity.

Entitlement to trustees' remuneration was granted under the terms of the Trust Deed. A total of £41,340 (inclusive of VAT) was billed by Mercer & Hole Trustees Limited during the period under review (2021: £34,080).

No expenses have been incurred by the trustees during the period (2021: £nil).

6 Related party transactions

During the year the trust incurred fees of £41,340 (2021: £34,080) for accountancy and administration services payable to Mercer & Hole Trustees Limited.

7 Taxation

The charity is exempt from UK corporation tax and income tax as all its income is charitable and is applied for charitable purposes.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2022

8 Listed investments

	2022 £	2021 £
Fair value at the start of the year	7,042,225	5,812,101
Additions at cost	3,612,367	2,080,900
Disposal proceeds	(3,249,390)	(2,654,004)
Reinvested income	1,226	749
Net gain / (loss) on change in fair value	299,841	1,802,479
Fair value at the end of the year	7,706,269	7,042,225
Historic cost at the end of the year	6,474,569	5,500,888

Investments comprise:

	2022 £	2021 £
Shares listed on the London Stock Exchange	1,292,241	1,558,341
Non-UK listed securities	6,414,028	5,483,884
	7,706,269	7,042,225

Investments representing over 5% by value of the portfolio comprise:

	2022 £	2021 £
7,419 JP Morgan American Equity Fund	575,306	464,299
3,352 Robeco BP Global Premium Equities	453,727	424,464
30,475 Polar UK Value Opportunities Fund	390,690	-
8,420 Vanguard Investment Series S&P 500 Etf Inc Nav	555,552	444,202

9 Debtors

	2022 £	2021 £
Prepayment – accountants' charges	-	1,860
	-	1,860

10 Creditors: amounts falling due within one year

	2022 £	2021 £
Investment manager's charges	14,047	13,295
Independent Examiner's remuneration	3,600	5,280
Accountants fees	8,640	-
	26,287	18,575

11a Analysis of net assets between funds (current year)

	Unrestricted £	Restricted £	Endowment £	Total funds £
Investments	-	-	7,706,269	7,706,269
Net current assets	-	280,627	46,954	327,581
Net assets at 5 April 2022	-	280,627	7,753,223	8,033,850

11b Analysis of net assets between funds (prior year)

	Unrestricted £	Restricted £	Endowment £	Total funds £
Investments	-	-	7,042,226	7,042,226
Net current assets	-	336,626	556,168	892,794
Net assets at 5 April 2021	-	336,626	7,598,394	7,935,020

12 Analysis of charitable funds – restricted fund

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Gains and losses	Balance c/fwd
£	£	£	£	£	£	£
Restricted Fund	336,626	-	55,999	-	-	280,627
Total	-	-	55,999	-	-	280,627

Analysis of charitable funds – restricted fund (prior year)

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Gains and losses	Balance c/fwd
£	£	£	£	£	£	£
Restricted Fund	-	370,000	33,374	-	-	336,626
Total	-	370,000	33,374	-	-	336,626

The restricted fund was established during the year ended 5 April 2021 by an initial gift of £370,000 by senior employees of G4S. The fund is dedicated to beneficiaries who have suffered poverty or hardship as a result of the coronavirus pandemic.

13 Grants made during the year

In 2022 there were 50 separate grants to 407 individuals from the unrestricted fund, totalling £134,483. There were 20 separate grants to 105 individuals from the restricted fund, totalling £55,999.

In 2021 there were 33 separate grants to 103 individuals from the unrestricted fund, totalling £98,108. There were 44 separate grants to 44 individuals from the restricted fund, totalling £33,374.

Unrestricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount
				£
2	Afghanistan	Europe & Middle East	Secure Solutions	3,362
1	Bangladesh	Asia Pacific & India	Secure Solutions	744
13	Cameroon	Africa	Secure Solutions	20,275
7	Egypt	Africa	Secure Solutions	8,217
1	Guinea	Africa	Secure Solutions	1,250
1	Lebanon	Europe & Middle East	Secure Solutions	1,040
49	Mozambique	Africa	Secure Solutions	19,616
21	Mozambique	Africa	Secure Solutions	8,068
1	Nigeria	Africa	Secure Solutions	455
2	Serbia	Europe & Middle East	Secure Solutions	2,349
2	Singapore	Asia Pacific & India	Secure Solutions	4,000
290	Ukraine	Europe & Middle East	Secure Solutions	24,266
1	UAE	Europe & Middle East	First Select Employment	4,514
2	UAE	Europe & Middle East	Secure Solutions	7,549
2	UK	Europe & Middle East	Care & Rehabilitation	12,776
4	UK	Europe & Middle East	Secure Solutions	7,526
2	UK	Europe & Middle East	Transport Services	6,000
6	USA	Americas, LATAM	Secure Solutions	2,476
407				134,483

Restricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount
				£
4	Bangladesh	Asia Pacific & India	Secure Solutions	2,000
1	Ghana	Africa	Secure Solutions	356
91	India	Asia Pacific & India	Secure Solutions	45,797
4	Indonesia	Europe & Middle East	Secure Solutions	2,244
1	Turkey	Europe & Middle East	Secure Solutions	628
1	UAE	Europe & Middle East	Facility Division	966
1	UK	Europe & Middle East	Care & Rehabilitation	2,730
1	UK	Europe & middle East	Secure Solutions	922
1	USA	Americas, LATAM	Secure Solutions	356
105				55,999

Allied Universal Employees' Trust

England & Wales - Charity number 281616

Accounts

Charity Number: 281616

G4S Employees' Trust

Report and financial statements
For the year ended 5 April 2021

G4S Employees' Trust

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G4S Employees' Trust

Reference and administrative information

For the year ended 5 April 2021

Date of settlement	3 December 1956 and Deeds of Variation dated 3 December 1980 and 25 April 2006
Name change	16 November 2009 to G4S Employees' Trust
Charity number	281616
Governing document	G4S Employees' Trust is an unincorporated charity, and is governed by its Trust Deed and Deeds of Variation.
Settlor	G4S Cash Solutions (UK) Ltd
Registered office and operational address	72 London Road ST ALBANS, Hertfordshire AL1 1NS
Trustees	Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows: Mercer & Hole Trustees Limited Jennifer Claire Myles (Retired 5 May 2020) Sok Wah Lee (Appointed 5 May 2020)
Law of trust	England and Wales
Terms of trust	A charitable trust providing benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees.
Beneficiary	Employee: any officer, employee or former officer or employee of G4S. Dependant: wife/husband/widow/widower/child/other dependant of employee.
Investment managers and bankers	Schroder & Co Limited 1 London Wall Place LONDON, EC2Y 5AU
Custodian	Schroder Investment Management Limited, 1 London Wall Place LONDON, EC2Y 5AU
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

This summary is not intended to be a comprehensive statement of the terms of the Trust. Reference should be made to the Trust Deed and Deeds of Variation as required.

G4S Employees' Trust

Trustees' annual report

For the year ended 5 April 2021

The G4S Employees' Trust is constituted by a Trust Deed dated 3 December 1956 as varied by Deeds of Variation dated 3 December 1980 and 25 April 2006.

The trustees present their report and the audited financial statements for the year ended 5 April 2021. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed, the Charities Act 2011 and the Statement of Recommended Practice – Accounting and Reporting by Charities: (SORP 2019) applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The objects of the Trust are to provide benefits for past or present employees of G4S Ltd or any of its subsidiaries, and for dependants of such employees. The trustees consider making grants in circumstances where all of the contractual and statutory entitlements have been claimed and where these are insufficient to alleviate financial hardship.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. The objectives of the Trust (see above) are clearly of public benefit both directly and indirectly. There are no geographical restrictions and no fees are charged.

Grant making policy

The trustees consider and, whenever appropriate, respond to requests for financial assistance by making cash grants, providing these fall within the terms of the Trust Deed (as varied).

The dispensation of relief by way of such grants can take the form of gifts or loans, in payment for medical treatment, professional services or funeral expenses and discharging of debts.

Claims for grant aid are considered by Human Resources Departments throughout the world and referred for final approval to the trustees based on individual circumstances and benefits are measured in months of local salary equivalent.

Achievements and performance

The charity's main activities and who it tries to help are described under objectives above. All its charitable activities focus on achieving its objective and are undertaken to further G4S Employees' Trust's charitable purposes for the public benefit.

The charity received a donation totalling £370,000 from some of the senior employees of G4S in the year ended 5 April 2021. The donation was received for the purpose of relieving poverty or hardship suffered by beneficiaries caused by coronavirus and this is accounted for as a restricted fund within the charitable trust accounts.

During the year ended 5 April 2021 the trustees met the trust's objective by making grants totalling £131,482 (2020:£138,405) as shown on page 16.

Beneficiaries of our services

The human resource team at G4S Ltd are identifying claimants worldwide and communicate to the trustees on a regular basis. There were 77 separate grants made to 147 individuals (including 72 grants to Beirut explosion victims) during the year ended 5 April 2021 (2020:to 69 individuals).

Financial review

The total income was £461,389 (2020: £126,348) with expenditure amounting to £252,151 (2020: £218,889). There was an increase in incoming resources (2021 £461,389: 2020 £126,348) mainly due to a donation received of £370,000.

There were 77 grants made to 147 individuals (including 71 grants to Beirut explosion victims) compared with 58 grants made to 69 individuals during the year ended 5 April 2020. There were 33 grants to 103 individuals from the unrestricted fund totalling £98,108 and 44 grants to 44 individuals totalling £33,374 from the restricted fund. The overall amount of the grants paid out was less than in the previous year (2021 £131,482: 2020 £138,405). At the year end the net asset value of the charity was £7,935,020 (2020: £5,928,109).

The investments and cash of the charity are held to the order of the trustees by Schroder Investment Management Limited, and are managed by Schroder & Co Limited. The charity made a realised gain on sale of investments of £495,042 (2020 gain £15,362) and an unrealised gain of £1,307,437 (2020 loss of £829,392) on the revaluation of investments.

The total gain on investments was £1,802,479, and after deducting the cost of investment management of £50,732, the loss on currency exchange of £4,806 and the transfer to the unrestricted fund of £76,476 and adding the net movement in funds of £336,626 this resulted in a net increase in funds of £2,006,911 for the year.

Investment policy

The major part of the income of the charity is derived from its investments. The investment manager's objective is to maximise total return with due regard to risk. The trustees regularly review with the investment manager the income requirement and capital base. The investment portfolio is held across a broad range of asset classes with worldwide exposure to investment markets. During the year to 31 March 2021 the portfolio managed by Schroders grew by +28.1% measured on a total return basis. By way of comparison, the UK FTSE All Share index returned +26.7%, the MSCI World Index (GBP) returned +38.9% and cash returned 0.2%.

Reserves policy and going concern

The trustees keep under review the level of reserves and consider it prudent to retain sufficient funds to enable the charity to respond adequately to applications for grant-assistance received from beneficiaries. In the year ended 5 April 2021 the trustees achieved their objective to distribute fully the annual income from the unrestricted fund. The trustees have power to expend capital as well as income in support of their charitable objectives and a transfer of £76,656 was made from the endowment funds.

The trustees met on 18 June 2020 to discuss the likely increase in donations which could arise as a result of the Coronavirus pandemic. The trustees agreed that they would be in a good position to meet the likely increase in the level of donations even if these needed to be partly funded from capital.

Principal risks and uncertainties

The trustees have carried out a review of the major risks facing the charity. The trustees also ensure that there is a monitoring and review process in place to capture new risks as they may arise, and that systems are in place to mitigate these.

Plans for the future

The trustees plan for the future is to continue their grant making policy thus assisting the trust in fulfilling their objectives. The trustees aim to utilise the unrestricted, restricted and endowment funds to achieve this objective.

On 6 April 2021, G4S was acquired by Allied Universal, an American provider of security systems and services following which G4S was delisted. The beneficiaries remain the past or present employees of G4S Ltd or any of its subsidiaries, and dependants of such employees. The income of the charity may be applied in making any payments which will provide relief from poverty and hardship of deserving and needy past & present employees of G4S Ltd, or any of its subsidiaries, and for dependants of such employees.

Structure, governance and management

The organisation is an unincorporated charity registered as a charity in England and Wales.

The charity is constituted under a trust deed dated 3 December 1956 and deeds of variations dated 3 December 1980 and 25 April 2006.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 5 to the accounts.

Trustees

Sok Wah Lee and Mercer & Hole Trustees Limited were trustees during the year ended 5 April 2021.

The present directors of Mercer & Hole Trustees Limited are:

Paul Maberly FCA

Gill Tallon CTA

Lisa Spearman CTA

Helen Price CTA TEP

Liz Cuthbertson CA CTA

Dan Bisby CTA TEP

Alison Palmer CTA

Charmain Alway CTA

Henry Lowe CTA

Sok Wah Lee (employed by G4S Ltd) received no remuneration or expenses. No one connected with Mercer & Hole Trustees Limited received any personal benefits or expenses.

Appointment of trustees

The Settlor has the power to appoint new trustees.

Trustee induction and training

If a new or additional trustee is appointed they will be encouraged to receive appropriate training depending on their qualifications and experience.

Related parties and relationships with other organisations

There are no related parties and relationships with other organisations other than Mercer & Hole Trustees Limited.

Funds held as custodian trustee on behalf of others

No funds are held as custodian trustee on behalf of others.

Statement of responsibilities of the trustees

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

Sayer Vincent LLP was re-appointed as the charity's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 4 February 2022 and signed on their behalf by

Daniel Bisby
Mercer & Hole Trustees Limited

Opinion

We have audited the financial statements of G4S Employees' Trust (the 'charity') for the year ended 5 April 2021 which comprise the statement of financial activities, balance sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 5 April 2021 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on G4S Employees' Trust ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- The information given in the trustees' annual report is inconsistent in any material respect with the financial statements;
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records and returns; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going

concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.

Independent auditor's report

To the members of

G4S Employees' Trust

- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

4 February 2022

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

G4S Employees' Trust

Statement of financial activities

For the year ended 5 April 2021

	Note	Unrestricted £	Restricted £	Endowment £	2021 Total £	Unrestricted £	Endowment £	2020 Total £
Income from:								
Investments	2	91,389	-	-	91,389	125,057	-	125,057
Donations received		-	370,000	-	370,000	-	-	-
Tax repayment		-	-	-	-	1,291	-	1,291
Total income		91,389	370,000	-	461,389	126,348	-	126,348
Expenditure on:								
Raising funds		-	-	50,732	50,732	-	48,984	48,984
Charitable activities								
Grant making	4	168,045	33,374	-	201,419	169,905	-	169,905
Total expenditure		168,045	33,374	50,732	252,151	169,905	48,984	218,889
Net income / (expenditure) before net gains / (losses) on investments		(76,656)	336,626	(50,732)	209,238	(43,557)	(48,984)	(92,541)
Loss/Gain on currency exchange		-	-	(4,806)	(4,806)	-	13,216	13,216
Net gains / (losses) on investments	8	-	-	1,802,479	1,802,479	-	(814,030)	(814,030)
Net income / (expenditure)		(76,656)	336,626	1,746,941	2,006,911	(43,557)	(849,798)	(893,355)
Transfers between funds		76,656	-	(76,656)	-	33,583	(33,583)	-
Net income / (expenditure) before other recognised gains and losses		-	336,626	1,670,285	2,006,911	(9,974)	(883,381)	(893,355)
Net movement in funds	12	-	336,626	1,670,285	2,006,911	(9,974)	(883,381)	(893,355)
Reconciliation of funds:								
Total funds brought forward		-	-	5,928,109	5,928,109	9,974	6,811,490	6,821,464
Total funds carried forward		-	336,626	7,598,394	7,935,020	-	5,928,109	5,928,109

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above.

G4S Employees' Trust

Balance sheet

For the year ended 5 April 2021

	Note	£	2021 £	2020 £
Fixed assets:				
Investments	8		<u>7,042,225</u>	<u>5,812,101</u>
			7,042,225	5,812,101
Current assets:				
Debtors	9	1,860	11,392	
Investment managers' bank accounts		909,510	121,861	
		<u>911,370</u>	<u>133,253</u>	
Liabilities:				
Creditors: amounts falling due within one year	10	<u>(18,575)</u>	<u>(17,245)</u>	
Net current assets / (liabilities)			<u>892,795</u>	<u>116,008</u>
Total net assets / (liabilities)			<u><u>7,935,020</u></u>	<u><u>5,928,109</u></u>
The funds of the charity:	11			
Capital funds:				
Endowments		<u>7,598,394</u>	<u>5,928,109</u>	5,928,109
			7,598,394	
Income funds:				
Restricted funds	12	336,626	-	
Unrestricted		<u>-</u>	<u>-</u>	
			<u>336,626</u>	<u>-</u>
Total charity funds			<u><u>7,935,020</u></u>	<u><u>5,928,109</u></u>

Approved by the trustees on 4 February 2022 and signed on their behalf by

Daniel Bisby
On behalf of Mercer and Hole Trustees

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2021

1 Accounting policies

a) Statutory information

G4S Employees' Trust is an unincorporated charity registered with the Charity Commission in England & Wales. The registered office address is 72 London Road, St Albans, Hertfordshire AL1 1NS.

b) Basis of preparation

The accounts (financial statements) have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

The endowment funds represent the original capital gift to the charity, plus subsequent additions to the endowment, less amounts which have been transferred to the unrestricted fund for distribution. The trustees are entitled to use the endowment in furtherance of the general objectives of the charity at their discretion, and they transfer funds from endowment to the unrestricted funds as required.

Unrestricted funds are incoming resources generated from the endowment for the charitable purposes.

The restricted fund is a fund dedicated to beneficiaries who have suffered poverty or hardship as a result of COVID-19. The funds totalling £370,000 were donated by senior employees of G4S.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure consists of:

- Costs of raising funds relating to investment management costs.
- Governance costs relate to the management of the charity's assets and compliance with constitutional and statutory requirements.
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

G4S Employees' Trust

Notes to the financial statements

For the year ended 5 April 2021

1 Accounting policies (continued)

k) Debtors

Debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

l) Cash at bank and in hand

Cash at the investment manager's bank is held to meet the day to day running costs of the charity as they fall due.

m) Creditors and provisions

Creditors are amounts owed by the charity. They are measured at the amount that the charity expects to have to pay to settle the debt.

2 Income from investments

	Unrestricted £	Restricted £	Endowment £	2021 Total £	2020 Total £
Dividends	91,389	-	-	91,389	123,172
Interest receivable (gross)	-	-	-	-	1,885
Donations received	-	370,000	-	370,000	-
	91,389	370,000	-	461,389	125,057

3 Cost of generating funds

	Unrestricted £	Restricted £	Endowment £	2021 Total £	2020 Total £
Investment management fees	-	-	50,732	50,732	48,984
	-	-	50,732	50,732	48,984

The investment management costs are all attributed to endowment funds.

4 Charitable activities – grant making

	Unrestricted £	Restricted £	Endowment £	2021 Total £	2020 Total £
Grants made to individuals in accordance with class 4 of the Second Schedule to the Deed of Variation (note 12)	98,108	33,374	-	131,482	138,405
Legal fees	900	-	-	900	-
Mercer & Hole Trustees Limited – management fee	34,080	-	-	34,080	26,400
Legal Entity Identifier	75	-	-	75	-
Sayer Vincent – Audit fee current year	5,280	-	-	5,280	5,100
Bank charges	7	-	-	7	-
Loss on exchange rate conversion	15,803	-	-	15,803	-
Mercer & Hole Trustees Limited correction to closing creditor for year ended 5 April 2020	10,800	-	-	10,800	-
Income tax written off	2,992	-	-	2,992	-
	168,045	33,374	-	201,419	169,905

5 Analysis of staff costs, trustee remuneration and expenses

No staff are employed by the charity.

Entitlement to trustees' remuneration was granted under the terms of the Trust Deed. A total of £34,080 (inclusive of VAT) was billed by Mercer & Hole Trustees Limited during the period under review (2020: £26,400).

No expenses have been incurred by the trustees during the period (2020: £nil).

6 Related party transactions

During the year the trust incurred fees of £34,080 (2020: £26,400) for accountancy and administration services payable to Mercer & Hole Trustees Limited.

7 Taxation

The charity is exempt from UK corporation tax and income tax as all its income is charitable and is applied for charitable purposes.

G45 Employees' Trust

Notes to the financial statements

For the year ended 5 April 2021

8 Listed investments

	2021 £	2020 £
Fair value at the start of the year	5,812,101	6,542,687
Additions at cost	2,080,900	1,264,719
Disposal proceeds	(2,654,004)	(1,184,184)
Reinvested income	749	2,909
Net gain / (loss) on change in fair value	1,802,479	(814,030)
Fair value at the end of the year	7,042,225	5,812,101
Historic cost at the end of the year	5,500,888	5,478,781

Investments comprise:

	2021 £	2020 £
Shares listed on the London Stock Exchange	1,558,341	1,597,842
Non-UK listed securities	5,483,884	4,214,259
	7,042,225	5,812,101

Investments representing over 5% by value of the portfolio comprise:

	2021 £	2020 £
2,000 JP Morgan American Equity Fund	464,299	303,024
3,352 Robeco BP Global Premium Equities	424,464	-
563,817 Schroder Unit Trust Income S	-	210,698
8,090 Vanguard Investment Series S&P 500 Etf Inc Nav	444,202	385,800

9 Debtors

	2021 £	2020 £
Income tax recoverable	-	2,992
Prepayment – accountants' charges	1,860	8,400
	1,860	11,392

10 Creditors: amounts falling due within one year

	2021 £	2020 £
Investment manager's charges	13,295	12,145
Auditors' remuneration	5,280	5,100
	18,575	17,245

11a Analysis of net assets between funds (current year)

	Unrestricted £	Endowment £	Total funds £
Investments	-	7,042,226	7,042,226
Net current assets	-	556,168	892,794
Net assets at 5 April 2021	-	7,598,394	7,935,020

11b Analysis of net assets between funds (prior year)

	Unrestricted £	Endowment £	Total funds £
Investments	-	5,812,101	5,812,101
Net current assets	-	116,008	116,008
Net assets at 5 April 2020	-	5,928,109	5,928,109

12 Analysis of charitable funds – restricted fund

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Gains and losses	Balance c/fwd
£	£	£	£	£	£	£
Restricted Fund	-	370,000	33,374	-	-	336,626
Total	-	370,000	33,374	-	-	336,626

Analysis of charitable funds – restricted fund (prior year)

Analysis of Fund movements	Balance b/fwd	Income	Expenditure	Transfers	Gains and losses	Balance c/fwd
£	£	£	£	£	£	£
Restricted Fund	-	-	-	-	-	-
Total	-	-	-	-	-	-

The restricted fund was established during the year ended 5 April 2021 by an initial gift of £370,000 by senior employees of G4S. The fund is dedicated to beneficiaries who have suffered poverty or hardship as a result of the coronavirus pandemic.

13 Grants made during the year

In 2021 there were 33 separate grants to 103 individuals from the unrestricted fund, totalling £98,108. There were 44 separate grants to 44 individuals from the restricted fund, totalling £33,374.

In 2020 there were 58 separate grants to 69 individuals, totalling £138,405. All of the grants were made from the unrestricted fund in 2020.

Unrestricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount
				£
2	Afghanistan	Europe & Middle East	Secure Solutions	1,054
2	Cameroon	Africa	Secure Solutions	2,280
4	Egypt	Africa	Secure Solutions	8,058
2	Ghana	Africa	Secure Solutions	1,000
1	India	Asia Pacific & India	Secure Solutions	500
71	Lebanon	Europe & Middle East	Secure Solutions	48,793
1	Lebanon	Europe & Middle East	Secure Solutions	3,088
2	Serbia	Europe & Middle East	Secure Solutions	2,398
1	Thailand	Asia Pacific & India	Secure Solutions	1,000
1	UAE	Europe & Middle East	First Select Employment	5,930
1	UAE	Europe & Middle East	Facility Division	500
2	UAE	Europe & Middle East	Secure Solutions	1,661
2	UK	Europe & Middle East	Care & Justice	7,000
1	UK	Europe & Middle East	Health Services	3,000
1	UK	Europe & Middle East	Policing Services	2,633
3	UK	Europe & Middle East	Secure Solutions	4,200
6	USA	Americas, LATAM	Secure Solutions	5,013
103				98,108

Restricted Fund

Number of individuals	Country	Division/Region	Business Entity	Amount
				£
1	Czech Republic	Europe & Middle East	Secure Solutions	500
14	India	Asia Pacific & India	Secure Solutions	7,328
4	Indonesia	Europe & Middle East	Secure Solutions	2,086
1	Malawi	Africa	Secure Solutions	100
1	Slovakia	Europe & Middle East	Secure Solutions	500
4	UAE	Europe & Middle East	Secure Solutions	3,611
2	UK	Europe & Middle East	Secure Solutions	5,000
17	USA	Americas, LATAM	Secure Solutions	14,249
44				33,374