

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></u>	<u></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>	<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