

Registration number: 03175173

# G4S Government and Outsourcing Services (UK) Limited

Annual Report and Financial Statements

for the Year Ended 31 December 2022

# **G4S Government and Outsourcing Services (UK) Limited**

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# **G4S Government and Outsourcing Services (UK) Limited**

## **Company Information**

<b>Directors</b>	O Keck P C Dove
<b>Company secretary</b>	R Y Bartlett
<b>Registered office</b>	6th Floor 50 Broadway London SW1H 0DB United Kingdom
<b>Independent auditor</b>	Deloitte LLP 2 New Street Square London EC4A 3BZ United Kingdom

# **G4S Government and Outsourcing Services (UK) Limited**

## **Strategic Report for the Year Ended 31 December 2022**

The directors present the strategic report, their annual report and the audited financial statements for the year ended 31 December 2022.

### **Fair review of the business**

#### *Principal activities*

The principal activities of G4S Government and Outsourcing Services (UK) Limited ("the Company") are delivering employment support services in the UK as well as providing contact centre services, and it also serves as a holding company of a successfully trading company (refer to note 14).

For employment support services, we work with certain targeted groups and support them to find sustainable employment. We subcontract most of the frontline delivery to organisations in each area that have the knowledge and experience to support people into sustainable employment.

The Contact Centre currently offers advice on government regulations, such as childcare benefit, pension and others, through inbound and outbound call handling, web chat and email.

#### *Financial performance*

The Company has net assets of £46,333,000 (2021: £43,643,000). This represents a year-on-year increase of £2,690,000 (6.2%).

The Company recorded revenue of £18,796,000 (2021: £15,647,000). This represents a year-on-year increase of £3,149,000 (20.1%). The Company recorded cost of sales of £15,473,000 (2021: £12,501,000). This represents a year-on-year increase of £2,972,000 (23.8%). The primary reason for the increase in revenue and cost of sales was an increase in scope for one of the entities' contracts. Overall, the Company recorded gross profit of £3,323,000 (2021: £3,146,000). This represents a year-on-year increase of £177,000 (5.6%).

For the year ended 31 December 2022, an impairment charge of £Nil (2021: £Nil) has been recorded in respect of the Company's investments.

The Company made a profit for the financial year of £2,690,000 (2021: £1,597,000). This represents a year-on-year increase of £1,093,000 (68.4%).

G4S Limited is an intermediate parent of the Company. G4S Limited is the parent of the G4S Limited Group ("the Group"). The Company's ultimate parent undertaking is Atlas Ontario LP. Atlas Ontario LP is the ultimate parent of the Atlas Ontario LP Group ("the Enlarged Group").

#### *Future developments*

The directors expect the general level of activity of the Company to reduce as its current contract to deliver services is due to end in 2025. However, it will continue to be a holding company for its investments and the directors may secure further contracts to provide services in the future.

### **Key performance indicators**

The directors utilise a wide range of financial and operational performance measures to monitor the Company's business activities. These include financial measures revenue, gross margin and EBITDA. There is also significant focus on operational measures, including Health and Safety performance, staffing levels and employee engagement.

### **Principal risks and uncertainties**

All businesses are subject to risk. Many individual risks are macro-economic or social in nature and thus they are common to many businesses. Below, the risks considered key to the Company have been listed. The key risks are those which would materially damage the Company's strategy, reputation, business, profitability or assets. This list is in no particular order and it is not an exhaustive list of all potential risks. Some risks may be unknown at present and it may transpire that risks currently considered immaterial become material in the future.

# G4S Government and Outsourcing Services (UK) Limited

## Strategic Report for the Year Ended 31 December 2022 (continued)

### Principal risks and uncertainties (continued)

(1) *Major changes in market dynamics*

Such changes in dynamics could include new technologies, changes in labour market and employment levels or government legislation and could have a negative impact on the Company's revenues and profitability.

*Risk mitigation approach*

So as to better understand and influence the market, the Group is committed to a policy of proactive engagement across its geographic range, with customers, industry associations, government regulators and employee representatives. We continue to invest in and develop sales and business development systems. We are placing a renewed focus on customer satisfaction monitoring to improve measurement of our engagement with our clients and therefore making us more effective in driving stronger customer relationships.

(2) *Onerous contractual obligations*

Should the Company commit to sales contracts which result in unavoidable disadvantageous pricing mechanisms, unachievable service levels or excessive liability, these could result in future losses which would have to be recognised upfront based on the Company's best estimate.

*Risk mitigation approach*

We have strict thresholds for the approval of major bids including completion and review of a comprehensive approval template, a detailed legal review and senior management oversight. These are embedded into our Salesforce opportunity management tool. When appropriate we conduct external reviews of bid models.

(3) *Poor operational service delivery*

Should the Company fail to meet the operational requirements of its customers it could impact its reputation, contract retention and growth.

*Risk mitigation approach*

The Company, in conjunction with G4S Limited, performs 360° contract assurance reviews which focus on key aspects of contract management and performance.

Senior management perform monthly reviews of contracts where commercial and/or performance issues have been identified. Management also regularly review the top 25 contracts across the division in which the Company is included.

(4) *Inflation*

Sustained inflation headwinds result in a rise across broader business costs. As an example, labour, which comprises a significant proportion of delivery costs, is typically affected by inflation resulting in sustained wage increases. Increased supplier and energy costs, in addition to rising interest rates, are further inflationary driven items that will have a negative impact on business profitability.

*Risk mitigation approach*

Mapping out the landscape and identifying the key impacts is integral in financial risk management. Accurate inflation forecasts play a key tool in effectively pricing services potentially impacted by inflationary pressures; this could include building in indexation linked contractual increases. Re-negotiation of contracts with suppliers in advance, pre-empting increases, is a key component in overcoming inflation based price increases further down the line. In addition monetary tightening and robust and timely cash flow forecasting ensure focused re-investment activities in times of rising costs and reduced opportunities.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Strategic Report for the Year Ended 31 December 2022 (continued)**

#### **Statement by the directors in performance of their statutory duties in accordance with Section 172(1) Companies Act 2006**

The Board's engagement with the Company's stakeholders helps frame the Company's strategic direction, informs the Board's decision making process and overall supports the Board's duty to promote the success of the Company as set out in Section 172 of the Companies Act 2006. The directors of the Company consider that they have acted in the way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole.

The following paragraphs summarise how directors fulfil their duties:

#### *Long-term view*

Assessment of long-term consequences of our decisions is at the heart of our strategy. On an annual basis the Board of directors assesses the major risks affecting the Company and develops mitigating strategies to reduce the likelihood of those risks crystallising. In turn, these strategies form the basis for the Company's financial budgets, resource planning and capital spend, setting the general direction for the Company. The financial budgets and other plans undertake scrutiny both from the managers directly involved in each functional area, as well as the Board of directors.

For more details on the principal risks and uncertainties affecting the Company, refer to the description of "Principal risks and uncertainties" above.

#### *Our employees*

Our employees are our most important asset and our success is underpinned by the way we lead and engage with our people. Attraction, retention and development of talent form the cornerstone of the Company's success. The directors strive to create a culture of engagement and inclusion, where every employee's contribution is valued and diversity of the team is celebrated. In particular, the directors have taken steps to promote the training materials for new and existing employees, strengthening the processes of onboarding as well as continuous education. Furthermore, the directors promoted our whistleblowing hotline, "Speak Out", emphasising the importance of ethical behaviour to the Company's core values. What is more, the directors maintain an active dialogue with the employees and employee representatives, fostering open communication channels and enabling exchange of ideas and expectations.

#### *Business relationships*

We view our customers and suppliers not merely as business parties, but as partners in delivering value and innovation. Our long-term customer relationships are based upon trust and understanding of our customers' business needs and objectives. Through those customer relationships and connections we look to deliver sustainable long-term growth in revenues, profitability and cash flow. We seek to retain current customers and proactively engage in dialogue.

Our suppliers help us to deliver our values. We have a responsible purchasing policy consistent with our business ethics and all our suppliers sign up to our Supplier Code of Conduct.

These actions aim to enhance our relationship not only with our customers and suppliers, but stakeholders at large. Our operations promote security and stability of communities through local engagement programs, economic contributions as well as activity in the industry forums.

# G4S Government and Outsourcing Services (UK) Limited

## Strategic Report for the Year Ended 31 December 2022 (continued)

### Statement by the directors in performance of their statutory duties in accordance with Section 172(1) Companies Act 2006 (continued)

#### *Community and environment*

The Company plays an important role in society, providing decent employment opportunities and delivering essential services to help keep society safe and secure. The Group engages with various stakeholder groups and experts on Environmental, Social and Governance ('ESG') matters, including government, employee representatives, industry bodies, non-governmental organisations (NGO's) and ESG analysts. The Group undertakes a regular materiality assessment to determine its ESG priorities - (1) Employee health, safety and wellbeing, (2) Human rights, (3) Anti-bribery and corruption, (4) Culture, values and behaviour. The Group also recognises the growing importance of diversity and inclusion through our organisation and the impact of climate change.

The Group recognises that our business activities have a direct and indirect impact on the natural environment and are committed to proactively managing these in a responsible manner. The development of a sustainable business practice helps to increase the efficiency of operations and reduce the resource footprint.

#### *Our reputation*

Strong brand and reputation differentiate us in the competitive marketplace. We hold ourselves, our employees and our business partners to high standards, embodied in the set of our corporate values. These values promote a culture and business interactions based on being Agile, Reliable, Innovative, with a Caring culture that puts Safety first, delivering through Teamwork and acting with Integrity.

We build and maintain our reputation in our day-to-day activities, engaging proactively with our customers, suppliers, employees and other stakeholders, anticipating potential issues and proceeding to a timely resolution. We deliver on our promises and we lead by example.

#### *Acting fairly*

The Company is a subsidiary of Atlas Ontario LP and has no external shareholders. We maintain a continuous and open dialogue with our ultimate parent, Atlas Ontario LP, and ensure we stay aligned with the Enlarged Group's values and strategies.

Approved by the Board on ..... and signed on its behalf by:

.....  
O Keck  
Director

## **G4S Government and Outsourcing Services (UK) Limited**

### **Directors' Report for the Year Ended 31 December 2022**

The directors present their annual report and the audited financial statements for the year ended 31 December 2022.

#### **Directors of the Company**

The directors of the Company, who were in office during the year and up to the date of signing, were as follows:

G A Levinsohn (resigned 7 January 2022)

G M Nienaber (resigned 21 January 2022)

O Keck

P C Dove (appointed 21 January 2022)

#### **Results and dividends**

The results for the year are set out on page 14. The directors do not recommend the payment of a dividend (2021: £Nil).

A review of the progress of the Company's business during the year, likely future developments, key performance indicators and principal business risks are contained in the Strategic Report on page 2.

#### **Going concern**

The Company has net assets of £46,333,000 and net current assets of £34,941,000 at the year end. In addition, the Company generated a profit of £2,690,000 during the year. The Directors have considered this, along with the expected activities of the Company for a period of at least twelve months from the date of signing of the financial statements, and have reached the conclusion that the Company will be able to meet its future obligations as they fall due and the financial statements have been prepared on a going concern basis.

#### **Employment of disabled persons**

It is the policy of the Company to give fair consideration to applications for employment made by disabled persons acknowledging the particular abilities and aptitudes of each applicant and taking into account the requirements of the vacancies available. The Company has been assessed and approved to use the "Positive about Disabled People" logo on its recruitment advertisements in the UK where the Company is also a member of the Employers Forum on Disability to raise awareness in the organisation of the importance of giving assistance to disabled persons in employment.

In the event of a member of staff becoming disabled, every effort is made via the Company's Occupational Health Adviser to ensure that their employment with the Company continues and that appropriate help is given to assist the member of staff.

It is the policy of the Company to ensure that the training, career development and promotion of a disabled person, should, as far as possible, be identical to that of a person who does not suffer any disability.

#### **Employee engagement**

The Board's engagement with the Company's employees is facilitated through a variety of initiatives and channels.

The Company is committed to inform and involve its employees in the business of the Company. The directors have applied the policies and decisions taken at the Group level during the year in the following ways:

- Formal consultative committees and focus groups have been used to ensure that issues of mutual interest can be discussed and resolved.
- Onboarding, induction and refresher training have continued to be a priority. The Company offers all employees the opportunity to increase their skills and knowledge at work. Employees are encouraged to take responsibility for their own learning on an on-going basis using the extensive range of materials available, and using technology platforms to share training and learning paths more effectively.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Directors' Report for the Year Ended 31 December 2022 (continued)**

#### **Employee engagement (continued)**

- Company newsletters, employee magazines and other communications have been used on a regular basis to keep staff informed of events and performance within the Company.
- Specific campaigns on health and safety, our values and Speak Out whistleblowing arrangements have been conducted, linking to the Company's and wider Group's Corporate Social Responsibility focus.

#### **Other stakeholder engagement**

The Board's engagement with other stakeholders is largely driven by processes and initiatives which are decided at a wider Group level.

The Company considers its key other stakeholders to be its customers, its suppliers and the wider society in which it operates.

Through understanding our customers' needs we offer value-added, innovative, cost effective integrated security solutions and we build enduring relationships. This understanding comes from strong engagement with customers. Key areas of interest for customers include quality and price of service delivery, expertise in innovation, health and safety and business ethics.

The Company believes in proactive relationship management. During the year directors attended a number of meetings with customers and shared customer feedback and information with the rest of the Board. If, during contract discussions, we consider that a customer's interests are not well served in the long term by our proposals, we will make this clear even if it impacts negatively on our business. Being open and honest with our customers also means that we will raise concerns with them if we become aware of any business practices or processes in their business which we believe are contrary to their values or may compromise our own values. The Board also reviews customers' changing expectations or needs as part of its strategy session every year.

One of the main ways in which the Board considers key suppliers is as part of large contract bid or renewal approvals. We set high standards for our suppliers in the context of our own ethical policy. These standards are explained in our Supplier Code of Conduct. All suppliers are expected to comply with the Code or ensure that there is a clear time frame for full implementation of the Code within their own organisation and their associated suppliers and subcontractors.

The Company recognises that receiving timely reimbursements is of high interest to suppliers. It is our policy to pay suppliers in accordance with agreed terms of trade.

#### **Environmental matters**

The Company is a low energy user and therefore qualifies for an exemption from publishing a Streamlined Energy and Carbon Report.

The Company's business does not have a significant direct impact on the environment. However, the Company recognises the importance of its responsibilities to reduce environmental impact in areas such as energy usage, recycling or environmentally friendly products.

#### **Financial risk management**

The Company operates under the financial risk management objectives and policies of its intermediate parent, G4S Limited. G4S Limited's key objectives and policies include:

- Liquidity risk is managed in the context of the Enlarged Group to ensure that sufficient funding is available to the Group; and
- Conducting investing and financing activities, wherever possible, in either the Company's local currency or that of its investors (USD\$).

## **G4S Government and Outsourcing Services (UK) Limited**

### **Directors' Report for the Year Ended 31 December 2022 (continued)**

#### **Statement of directors' responsibilities in respect of the financial statements**

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 101 "Reduced Disclosure Framework". Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period.

In preparing the financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

#### **Directors' indemnity**

Allied Universal Topco LLC has granted indemnities to each of the Company's directors to the extent permitted by law. Qualifying third-party indemnity provisions (as defined by section 234 of the Companies Act 2006) were in force during the year ended 31 December 2022 and remain in force in relation to certain losses and liabilities which the directors may incur to third parties in the course of acting as directors. Allied Universal Topco LLC has maintained a directors' and officers' liability insurance policy throughout the year under review.

#### **Disclosure of information to the auditor**

In the case of each director in office at the date the Directors' Report is approved:

- So far as each director is aware, there is no relevant audit information of which the Company's auditor is unaware; and
- They have taken all the steps that he/she ought to have taken as a director in order to make him/herself aware of any relevant audit information and to establish that the Company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

#### **Independent auditor**

The auditor, Deloitte LLP, have indicated their willingness to continue in office and a resolution confirming their appointment will be approved at the Annual General meeting.

**G4S Government and Outsourcing Services (UK) Limited**

**Directors' Report for the Year Ended 31 December 2022 (continued)**

**Important non adjusting events after the financial period**

There were no material post balance sheet events to note.

Approved by the Board on ..... and signed on its behalf by:

.....  
O Keck  
Director

# **G4S Government and Outsourcing Services (UK) Limited**

## **Independent Auditor's Report to the Members of G4S Government and Outsourcing Services (UK) Limited**

### **Report on the audit of the financial statements**

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#### **Opinion**

In our opinion, the financial statements of G4S Government and Outsourcing Services (UK) Limited (the 'Company'):

- give a true and fair view of the state of the Company's affairs as at 31 December 2022 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 101 "Reduced Disclosure Framework"; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements which comprise:

- the income statement;
- the statement of comprehensive income;
- the statement of financial position;
- the statement of changes in equity;
- the related notes 1 to 21.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 101 "Reduced Disclosure Framework".

#### **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 Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's (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 directors' 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 the Company'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 directors with respect to going concern are described in the relevant sections of this report.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Independent Auditor's Report to the Members of G4S Government and Outsourcing Services (UK) Limited (continued)**

#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The directors 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.

#### **Responsibilities of directors**

As explained more fully in the Statement of directors' responsibilities, the directors 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 directors 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 directors are responsible for assessing the Company'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 directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

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.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditors' report.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

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 is detailed below.

We considered the nature of the Company's industry and its control environment, and reviewed the Company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities, including those that are specific to the Company's business sector.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Independent Auditor's Report to the Members of G4S Government and Outsourcing Services (UK) Limited (continued)**

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)**

We obtained an understanding of the legal and regulatory framework that the Company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included Companies Act 2006 and UK tax legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the Company's ability to operate or to avoid a material penalty. These includes payroll and health and safety laws, regulations and tax laws.

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following area, and our procedures performed to address it are described below:

- accrued income. In addressing this risk, we have assessed relevant controls over the recording of accrued income to revenue; and tested the appropriateness of a sample of accrued income.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. 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 evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management and in-house legal counsel concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance.

#### **Report on other legal and regulatory requirements**

##### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the strategic report and the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the strategic report or the directors' report.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Independent Auditor's Report to the Members of G4S Government and Outsourcing Services (UK) Limited (continued)**

#### **Matters on which we are required to report by exception**

Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in respect of these matters.

#### **Use of our report**

This report is made solely to the Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members 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 Company and the Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

.....  
Matthew Smith (Senior Statutory Auditor)  
for and on behalf of Deloitte LLP  
Statutory Auditor  
Manchester, United Kingdom

Date:.....

## G4S Government and Outsourcing Services (UK) Limited

### Income Statement for the Year Ended 31 December 2022

	Note	2022 £ 000	2021 £ 000
Revenue	4	18,796	15,647
Cost of sales		<u>(15,473)</u>	<u>(12,501)</u>
<b>Gross profit</b>		3,323	3,146
Administrative expenses		<u>(1,578)</u>	<u>(1,166)</u>
<b>Operating profit</b>	5	1,745	1,980
Finance income	9	885	564
Finance costs	10	<u>-</u>	<u>(15)</u>
<b>Profit before income tax</b>		2,630	2,529
Income tax credit/(expense)	11	<u>60</u>	<u>(932)</u>
<b>Profit for the financial year</b>		<u><u>2,690</u></u>	<u><u>1,597</u></u>

The above results were derived from continuing operations.

**G4S Government and Outsourcing Services (UK) Limited**

**Statement of Comprehensive Income for the Year Ended 31 December 2022**

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Profit for the financial year	<u>2,690</u>	<u>1,597</u>
<b>Total comprehensive income for the financial year</b>	<u><u>2,690</u></u>	<u><u>1,597</u></u>

## G4S Government and Outsourcing Services (UK) Limited

### Statement of Changes in Equity for the Year Ended 31 December 2022

	Share capital £ 000	Share premium £ 000	Retained earnings £ 000	Total £ 000
At 1 January 2021	11,529	188	30,329	42,046
<b>Comprehensive income:</b>				
Profit for the financial year	-	-	1,597	1,597
Total comprehensive income for the financial year	-	-	1,597	1,597
<b>At 31 December 2021</b>	<u>11,529</u>	<u>188</u>	<u>31,926</u>	<u>43,643</u>
At 1 January 2022	11,529	188	31,926	43,643
<b>Comprehensive income:</b>				
Profit for the financial year	-	-	2,690	2,690
Total comprehensive income for the financial year	-	-	2,690	2,690
<b>At 31 December 2022</b>	<u>11,529</u>	<u>188</u>	<u>34,616</u>	<u>46,333</u>

The notes on pages 18 to 38 form an integral part of these financial statements.

## G4S Government and Outsourcing Services (UK) Limited

(Registration number: 03175173)

### Statement of Financial Position as at 31 December 2022

	Note	2022 £ 000	2021 £ 000
<b>Non-current assets</b>			
Property, plant and equipment	12	261	488
Investments	14	10,535	10,535
Deferred tax assets	11	596	6
		11,392	11,029
<b>Current assets</b>			
Trade and other receivables	15	41,240	40,239
		41,240	40,239
<b>Total assets</b>		52,632	51,268
<b>Current liabilities</b>			
Trade and other payables	16	(4,416)	(5,860)
Borrowings		(38)	-
Lease liabilities	17	(180)	(278)
Current tax liabilities		(530)	(516)
Provisions	18	(1,135)	(858)
		(6,299)	(7,512)
<b>Net current assets</b>		34,941	32,727
<b>Non-current liabilities</b>			
Lease liabilities	17	-	(113)
<b>Total liabilities</b>		(6,299)	(7,625)
<b>Net assets</b>		46,333	43,643
<b>Equity</b>			
Share capital	20	11,529	11,529
Share premium		188	188
Retained earnings		34,616	31,926
<b>Total shareholders' funds</b>		46,333	43,643

The financial statements on pages 14 to 38 were approved by the Board on ..... and signed on its behalf by:

.....  
O Keck  
Director

The notes on pages 18 to 38 form an integral part of these financial statements.

# **G4S Government and Outsourcing Services (UK) Limited**

## **Notes to the Financial Statements for the Year Ended 31 December 2022**

### **1 General information**

G4S Government and Outsourcing Services (UK) Limited is incorporated in the United Kingdom under the Companies Act 2006, registered in England and Wales, and domiciled in the UK. It is a private company, limited by shares. The Company's registered office is: 6th Floor, 50 Broadway, London, SW1H 0DB.

The Company is exempt by virtue of Section 401 of the Companies Act 2006 from the requirement to prepare and deliver consolidated financial statements as it is a wholly-owned subsidiary and it is included in the audited consolidated financial statements of its ultimate parent, Atlas Ontario LP. Copies of the consolidated financial statements of Atlas Ontario LP may be obtained from the G4S website ([www.g4s.com](http://www.g4s.com)). These financial statements therefore present information about the Company as an individual entity only and not as a group.

The financial statements are presented in sterling, which is the Company's functional currency, and in thousands of pounds unless stated otherwise.

For details of the Company's principal activities, please refer to the Strategic Report on page 2.

### **2 Accounting policies**

#### **Summary of significant accounting policies and key accounting estimates**

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

#### **Basis of preparation**

The financial statements of the Company have been prepared in accordance with Financial Reporting Standard 101, "Reduced Disclosure Framework" (FRS 101). The financial statements have been prepared on a going concern basis, under the historical cost convention and in accordance with the Companies Act 2006.

The preparation of financial statements in conformity with FRS 101 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

#### **Going concern**

The Company has net assets of £46,333,000 and net current assets of £34,941,000 at the year end. In addition, the Company generated a profit of £2,690,000 during the year. The Directors have considered this, along with the expected activities of the Company for a period of at least twelve months from the date of signing of the financial statements, and have reached the conclusion that the Company will be able to meet its future obligations as they fall due and the financial statements have been prepared on a going concern basis.

#### **Summary of disclosure exemptions**

The Company has taken advantage of certain disclosure exemptions in FRS 101, in part because its financial statements are included in the publicly available consolidated financial statements of Atlas Ontario LP. Copies of the consolidated financial statements of Atlas Ontario LP may be obtained from the G4S website ([www.g4s.com](http://www.g4s.com)).

These disclosure exemptions relate to:

- IAS 7 "Statement of cash flows";

## **G4S Government and Outsourcing Services (UK) Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)**

#### **2 Accounting policies (continued)**

##### **Summary of disclosure exemptions (continued)**

- The requirement of paragraph 38 of IAS 1 “Presentation of Financial Statements” to present comparative information in respect of: paragraph 79 (a) (iv) of IAS 1, paragraph 73 (e) of IAS 16 “Property, Plant and Equipment” and paragraph 118 (e) of IAS 38 “Intangible Assets”;
- IFRS 7 “Financial Instruments: Disclosures”;
- Paragraphs 91 to 99 of IFRS 13 “Fair Value Measurement” (disclosure of valuation techniques and inputs used for fair value measurement of assets and liabilities);
- The requirements of the second sentence of paragraph 110 and paragraphs 113 (a), 114, 115, 118, 119 (a)-(c), 120-127 and 129 of IFRS 15 “Revenue from contracts with customers”;
- The requirements of paragraphs 52, 58, the second sentence of paragraph 89, and paragraphs 90, 91 and 93 of IFRS 16 “Leases”;
- Paragraphs 45 (b) and 46 to 52 of IFRS 2 “Share-based Payment” (details of the number and weighted average exercise prices of share options, and how the fair value of goods or services received was determined);
- The exemption from disclosing the impact of standards in issue but not yet adopted;
- Paragraph 17 of IAS 24 “Related Party Disclosures” (key management compensation); and
- The requirements in IAS 24 “Related Party Disclosures” to disclose related party transactions entered into between two or more members of a group.

##### **New standards, amendments, IFRIC interpretations and new relevant disclosure requirements**

There are no amendments to accounting standards, or IFRIC interpretations that are effective for the year ended 31 December 2022 that have a material impact on the Company's financial statements.

##### **Revenue recognition**

The Company's revenue arises from the provision of employment support services and contact centre services.

In all these business areas revenue is measured at the fair value of consideration received or receivable, net of discounts, value-added tax (VAT) and other sales-related taxes.

Certain low-volume, high-value government contracts can cover a range of bundled services over a long period of time, and such services are provided on a time and materials basis. Revenue for this type of contracts is recognised on an accrual basis based on the individual services provided and in accordance with the terms of the contract.

Revenue is recognised to reflect the period in which the service is provided.

# G4S Government and Outsourcing Services (UK) Limited

## Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

### 2 Accounting policies (continued)

#### Employee benefits - retirement benefit cost

The G4S Limited group, which the Company is a member of, operates both defined contribution and defined benefit pension schemes.

Payments to the defined contribution schemes are charged as an expense as they fall due and represent contributions payable to the schemes for the year. Where the Company is a member of state managed or public sector schemes, payments are dealt with as payments to defined contribution schemes where the Company's obligations under the schemes are equivalent to those arising in a defined contribution retirement benefits scheme.

The Company makes no ongoing contribution to any of the defined benefit pension schemes, and there is no contractual agreement to charge any such contributions or deficit repayments to the Company. When contribution to defined benefit scheme is made, it is accounted for in line with defined contribution schemes as the defined benefit schemes are multi-employer schemes and it is not possible to accurately identify the Company's share of scheme's assets or liabilities.

#### Finance income and finance costs

Finance income is accrued on a time basis by reference to the principal outstanding and at the effective interest rate applicable. This is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset's net carrying amount.

Finance costs are recognised as an expense in the income statement on the same basis.

#### Foreign currencies

These financial statements are presented in sterling, which is the Company's functional currency. Transactions in currencies other than the functional currency are translated at the rates of exchange prevailing on the date of the transactions. At each reporting date, monetary assets and liabilities which are denominated in other currencies are retranslated at the rates prevailing on that date. Non-monetary items measured at historical cost denominated in other currencies are not retranslated. Gains and losses arising on retranslation are included in the income statement.

#### Income tax

Tax is recognised in the income statement except to the extent that it relates to items recognised in equity, in which case it is recognised in equity or in other comprehensive income. The tax expense represents the sum of current tax and deferred tax.

Current tax is based on taxable profit for the year. Taxable profit differs from net profit as reported in the income statement because it excludes items of income or expense that are taxable or deductible in other years and it further excludes items that are never taxable or deductible. The Company's liability for current tax is calculated using tax rates that have been enacted or substantively enacted by the balance sheet date.

Deferred tax is the tax expected to be payable or recoverable on differences between the carrying amounts of assets and liabilities in the financial statements and the corresponding tax bases used in the computation of taxable profit, and is accounted for using the balance sheet liability method. Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are recognised to the extent that it is probable that future taxable profits will be available against which deductible temporary differences can be utilised.

The carrying amount of potential deferred tax assets is re-assessed at each balance sheet date and recognised to the extent that it is probable that sufficient taxable profits will be available to allow those assets to be recovered.

Deferred tax is measured based on the tax rates that have been enacted or substantively enacted by the end of the reporting period.

# G4S Government and Outsourcing Services (UK) Limited

## Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

### 2 Accounting policies (continued)

#### Income tax (continued)

Tax liabilities or refunds may differ from those anticipated due to changes in tax legislation, differing interpretations of tax legislation and uncertainties surrounding the application of tax legislation. In situations where uncertainties exist, provision is made for contingent tax liabilities and assets on the basis of management judgement following consideration of the available relevant information.

#### Property, plant and equipment

Property, plant and equipment is stated at cost, net of accumulated depreciation and any provision for impairment.

#### Depreciation

Depreciation is charged so as to write off the cost of assets, other than assets under construction, less any estimated residual value, over their estimated useful economic lives on a straight-line basis, as detailed below.

Where significant, the residual values and the useful economic lives of property, plant and equipment are re-assessed annually.

Assets held under leases are depreciated over the shorter of their expected useful economic lives and the terms of the relevant lease.

<b>Asset class</b>	<b>Depreciation rate</b>
Leasehold improvements	over the shorter of useful economic life and period of the lease
Right of use assets	over the period of the lease
Equipment	3 - 10 years

#### Investments

Investments in subsidiary undertakings are stated at cost less provision of impairment.

#### Impairment of non-financial assets

The carrying values of the Company's assets, with the exception of inventories, financial receivables and deferred tax assets, are reviewed on an ongoing basis for any indication of impairment and, if any such indication exists, the assets' recoverable amount is estimated. An impairment loss is recognised in the income statement whenever the carrying value of an asset or its cash-generating unit exceeds its recoverable amount.

In respect of any asset other than goodwill, an impairment loss is reversed if there has been a change in the estimates used to determine its recoverable amount. The amount of the reversal is limited such that the asset's carrying amount does not exceed that which would have been determined (after depreciation and amortisation) if no impairment loss had been recognised.

# G4S Government and Outsourcing Services (UK) Limited

## Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

### 2 Accounting policies (continued)

#### **Financial instruments**

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the instruments.

#### *Trade and other receivables*

Trade and other receivables do not carry interest. They are initially recognised at fair value which represents the amount of consideration that is unconditional. They are subsequently carried at amortised cost using the effective interest method less loss allowances.

#### *Amounts owed by/to Group undertakings*

Amounts owed by/to Group undertakings (members of the Enlarged Group) are recognised initially at fair value and are subsequently stated at amortised cost. Finance income and expense are recognised in the income statement on an accruals basis using the effective interest method.

#### *Accrued income*

Accrued income arises in relation to services provided that have not been invoiced at the year end.

#### *Cash and cash equivalents*

Cash and cash equivalents comprise cash balances.

#### *Trade and other payables*

Trade and other payables do not carry interest. They are initially recognised at fair value and they are subsequently carried at amortised cost using the effective interest method.

#### *Deferred income*

Amounts received prior to the delivery of services are recorded as deferred income and released to the income statement as the services are provided.

#### *Borrowings*

Borrowings comprise cash balances in an overdrawn position. Interest expense on these balances is recognised in finance costs using effective-interest method. Borrowings are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

#### **Impairment of financial assets**

The Company applies the IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade receivables, amounts owed by Group undertakings and other contract assets (being the unbilled work in progress). The historical loss rates are adjusted to reflect current and forward-looking information on macroeconomic factors that the Company considers would affect the ability of its customers to settle the receivables.

# G4S Government and Outsourcing Services (UK) Limited

## Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

### 2 Accounting policies (continued)

#### Provisions

Provisions are recognised when a present legal or constructive obligation exists for a future liability in respect of a past event and where the amount of the obligation can be estimated reliably. The amount recognised as a provision is the Company's best estimate of the likely outflows at the end of the reporting period.

The Company provides for anticipated costs where an outflow of resources is considered probable and a reasonable estimate can be made of the likely outcome. The ultimate liability may vary from the amounts provided and will be dependent upon the eventual outcome of any settlement. Management exercise judgement in measuring the Company's exposure through assessing the likelihood that a potential claim or liability will arise and in quantifying the possible range of financial outcomes.

Where the time value of money is material, provisions are stated at the present value of the expected expenditure using an appropriate discount rate.

#### Leases

The Company leases a number of its office properties and vehicles. Rental contracts are typically made for fixed periods of around four years but may have extension options.

Contracts may contain both lease and non-lease components. The Company has elected to apply the practical expedients of IFRS 16 not to separate non-lease components from lease components (as permitted by paragraph 15 of IFRS 16) and instead accounts for these as a single lease component.

The Company recognises a right-of-use asset and a corresponding liability from the date when the leased asset is available for use. Assets and liabilities arising from a lease are initially measured on a present value basis. Lease liabilities include the net present value of the following lease payments:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payment that are based on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the Company under residual value guarantees;
- the exercise price of a purchase option if the Company is reasonably certain to exercise that option, and
- payments of penalties for terminating the lease, if the lease term reflects the Company exercising that option.

Lease payments to be made under reasonably certain extension options are also included in the measurement of the liability.

The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, which is generally the case for the Company's leases, the lessee's incremental borrowing rate is used, being the rate that the individual lessee would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

The Company is exposed to potential future increases in variable lease payments based on an index or rate, which are not included in the lease liability until they take effect. When adjustments to lease payments based on an index or rate take effect, the lease liability is reassessed and adjusted against the right-of-use asset.

Lease payments are allocated between principal and finance cost. The finance cost is charged to profit or loss over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)**

#### **2 Accounting policies (continued)**

##### **Leases (continued)**

Right-of-use assets are included within Property, plant and equipment on the Statement of financial position.

Right-of-use assets are measured at cost comprising the following:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received;
- any initial direct costs; and
- restoration costs.

To determine the incremental borrowing rate, the Company:

- where possible, uses recent third-party financing received by the individual lessee as a starting point, adjusted to reflect changes in financing conditions since third party financing was received;
- uses a build-up approach that starts with a risk-free interest rate adjusted for credit risk for leases held by the Company, which does not have recent third-party financing; and
- makes adjustments specific to the lease, e.g. term, currency and security.

If a readily observable amortising loan rate is available to the individual lessee (through recent financing or market data) which has a similar payment profile to the lease, then the Company uses that rate as a starting point to determine the incremental borrowing rate.

Right-of-use assets are generally depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the Company is reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life.

Payments associated with short-term leases of equipment and vehicles and all leases of low-value assets are recognised on a straight-line basis as an expense in profit or loss. Short-term leases are leases with a lease term of 12 months or less. Low-value leases have been defined by the Company as leases for an asset for which the present value of future lease payments is less than £2,500.

##### **Share capital**

Ordinary shares are classified as equity. Equity instruments are measured at the fair value of the cash or other resources received or receivable, net of the direct costs of issuing the equity instruments. If payment is deferred and the time value of money is material, the initial measurement is on a present value basis.

##### **Share premium**

Share premium represents the excess of the issue price over the par value on share issues less transaction costs arising on issue.

## **G4S Government and Outsourcing Services (UK) Limited**

### **Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)**

#### **3 Critical accounting judgements and key sources of estimation uncertainty**

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the application of the Company's accounting policies. These judgements, estimates and associated assumptions are based on historical experience, current and expected economic conditions, and in some cases, actuarial techniques as well as the various other factors that are believed to be reasonable under the circumstances.

The judgements, estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Although these judgements, estimates and associated assumptions are based on management's best knowledge of current events and circumstances, the actual results may differ.

The judgements, estimates and assumptions which are of most significance in the preparation of the Company's financial statements are detailed below.

##### **3.1 Critical accounting estimates and assumptions**

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

##### **3.2 Critical judgements in applying the entity's accounting policies**

###### **Determination of lease term**

When the Company has the option to extend a lease or cancel it early, management uses judgement to determine whether or not an option would be reasonably certain to be exercised. In determining the lease term, management considers all facts and circumstances that create an economic incentive for the lessee to exercise or not exercise the option, including expected changes in facts and circumstances from the commencement date until the exercise date of that option.

###### **Determination of discount factor**

When the interest rate is not implicit in the lease, the Company uses the incremental borrowing rate to discount the lease liability to the present value. Management uses judgement to determine a rate which would be most similar to the rate of the lease. This involves assessing the appropriate type of security, borrowing term, amount of borrowing, payment profile as well as taking into account all relevant economic factors.

###### **Revenue recognition**

The Company delivers outsourcing services that in some circumstances can be complex in nature and may be governed by unique contractual arrangements. In these cases, revenue is recognised in line with the contract at the fair value of the consideration received or receivable. In such contracts, there can be significant judgements in relation to variations or claims not specified within the original contract, to interpretation of complex contract wording, including the impact of contractual performance conditions which may give rise to penalties.

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 4 Revenue

The analysis of the Company's revenue for the year from continuing operations is as follows:

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Rendering of services	18,796	15,647

Revenue arose from activities originating solely in the United Kingdom.

#### Assets and liabilities related to contracts with customers

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
<b>Current assets</b>		
Trade receivables	164	3
Accrued income	1,392	2,486
<b>Total contract assets</b>	<u>1,556</u>	<u>2,489</u>
<b>Current liabilities</b>		
Deferred income	<u>(783)</u>	<u>(690)</u>

During the year the Company recognised £198,000 of revenue that was held in deferred income as at 31 December 2021 (2021: £17,000 of revenue recognised was held in deferred income as at 31 December 2020), and £Nil (2021: £Nil) of revenue in relation to performance obligations satisfied in prior periods.

As at 31 December 2022, the Company had £Nil (2021: £Nil) of capitalised contract fulfilment costs on its statement of financial position. The Company did not incur any material contract acquisition costs during the current year (2021: none).

#### 5 Operating profit

Arrived at after charging:

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Depreciation expense on property, plant and equipment	162	158
Depreciation on right of use assets - Property	147	265
Depreciation on right of use assets - Vehicles	24	29
Amortisation expense	-	17
Loss on disposal of property, plant and equipment	<u>-</u>	<u>7</u>

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 6 Staff costs

The aggregate payroll costs (including directors' remuneration) were as follows:

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Wages and salaries	6,767	5,807
Social security costs	476	388
Pension costs, defined contribution scheme	195	198
Redundancy costs	19	5
	<u>7,457</u>	<u>6,398</u>

The average number of persons employed by the Company (including directors) during the year, analysed by category was as follows:

	<b>2022</b>	<b>2021</b>
	<b>No.</b>	<b>No.</b>
Operations	362	366
Administration and management	1	1
	<u>363</u>	<u>367</u>

#### 7 Directors' remuneration

The directors were remunerated by another Group company in respect of their services to the Company during the current and prior year. These costs were not recharged to the Company.

#### 8 Auditors' remuneration

Fees payable to the Company's auditors were as follows:

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Audit of the financial statements	<u>56</u>	<u>56</u>

The Company did not incur any non-audit fees in the current or prior year.

#### 9 Finance income

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Interest receivable on amounts owed by Group undertakings	872	564
Interest income on leases	13	-
	<u>885</u>	<u>564</u>

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 10 Finance costs

	2022 £ 000	2021 £ 000
Interest expense on lease liabilities	-	15

#### 11 Income tax (credit)/expense

Tax (credited)/expensed in the income statement is as follows:

	2022 £ 000	2021 £ 000
<b>Current tax</b>		
UK corporation tax	537	516
UK corporation tax adjustment to prior periods	(7)	(36)
Total current tax	530	480
<b>Deferred tax</b>		
Arising from origination and reversal of temporary differences	1	-
Arising from changes in tax rates and laws	-	(1)
Arising from previously unrecognised tax loss, tax credit or temporary difference of prior periods	(591)	453
Total deferred tax	(590)	452
Total income tax (credit)/expense in the income statement	(60)	932

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 11 Income tax (credit)/expense (continued)

The tax credit (2021: expense) on profit for the year is higher than (2021: higher than) the standard rate of corporation tax in the UK of 19% (2021: 19%).

The differences are reconciled below:

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Profit before income tax	2,630	2,529
Corporation tax at standard effective rate	500	481
Decrease in current tax from adjustment for prior periods	(7)	(36)
Increase from effect of expenses not deductible in determining taxable profit	38	11
Increase in current tax from unrecognised tax loss or credit	-	24
Deferred tax (credit)/expense from unrecognised temporary difference from a prior period	(591)	453
Deferred tax credit relating to changes in tax rates or laws	-	(1)
Total income tax (credit)/expense	(60)	932

The standard effective rate of corporation tax for the current year is the same as the standard effective rate of corporation tax for the prior year.

#### Deferred tax

Deferred tax assets are as follows:

	<b>Asset</b>
	<b>£ 000</b>
<b>2022</b>	
Accelerated tax depreciation	587
Temporary differences - trading	9
	596
<b>2021</b>	
Accelerated tax depreciation	-
Temporary differences - trading	6
	6

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 11 Income tax (credit)/expense (continued)

Deferred tax movement during the year is as follows:

	<b>At 1 January 2022 £ 000</b>	<b>Recognised in income £ 000</b>	<b>At 31 December 2022 £ 000</b>
Accelerated tax depreciation	-	587	587
Temporary differences - trading	6	3	9
Net tax assets	6	590	596

Deferred tax movement during the prior year was as follows:

	<b>At 1 January 2021 £ 000</b>	<b>Recognised in income £ 000</b>	<b>At 31 December 2021 £ 000</b>
Accelerated tax depreciation	403	(403)	-
Temporary differences - trading	55	(49)	6
Net tax assets	458	(452)	6

Deferred tax assets and liabilities on temporary differences have been calculated using the UK corporation tax rate which will apply in the period during which they are expected to reverse.

In the Spring Budget 2021, the Government announced that from 1 April 2023, the corporation tax rate will increase to 25%. This new law was substantively enacted on 24 May 2021. Deferred taxes at the balance sheet date have been measured using these enacted tax rates and reflected in these financial statements.

Deferred tax assets and liabilities on temporary differences have been provided at 25%.

**G4S Government and Outsourcing Services (UK) Limited**

**Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)**

**12 Property, plant and equipment**

	<b>Leasehold improvements £ 000</b>	<b>Equipment £ 000</b>	<b>Right of use assets (Property) £ 000</b>	<b>Right of use assets (Vehicles) £ 000</b>	<b>Total £ 000</b>
<b>Cost</b>					
At 1 January 2022	413	520	1,285	117	2,335
Additions	139	-	-	-	139
Disposals	-	-	(275)	(21)	(296)
Remeasurement	-	-	(25)	-	(25)
At 31 December 2022	<u>552</u>	<u>520</u>	<u>985</u>	<u>96</u>	<u>2,153</u>
<b>Accumulated depreciation</b>					
At 1 January 2022	340	520	940	47	1,847
Charge for the year	162	-	147	24	333
Eliminated on disposal	-	-	(275)	(13)	(288)
At 31 December 2022	<u>502</u>	<u>520</u>	<u>812</u>	<u>58</u>	<u>1,892</u>
<b>Carrying amount</b>					
At 31 December 2022	<u>50</u>	<u>-</u>	<u>173</u>	<u>38</u>	<u>261</u>
At 31 December 2021	<u>73</u>	<u>-</u>	<u>345</u>	<u>70</u>	<u>488</u>

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 13 Intangible assets

	<b>Software £ 000</b>
<b>Cost</b>	
At 1 January 2022	72
At 31 December 2022	72
<b>Accumulated amortisation</b>	
At 1 January 2022	72
At 31 December 2022	72
<b>Carrying amount</b>	
At 31 December 2022	-
At 31 December 2021	-

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 14 Investments

	<b>£ 000</b>
<b>Cost</b>	
At 1 January 2022	10,535
At 31 December 2022	10,535
<b>Provision</b>	
At 1 January 2022	-
At 31 December 2022	-
<b>Carrying amount</b>	
At 31 December 2022	10,535
At 31 December 2021	10,535

Judgement is required to determine whether indicators of impairment exist. Where impairment triggers are identified, the recoverable amount of an investment is generally determined by its value in use, which is derived from discounted cash flow calculations.

For the year ended 31 December 2022 an impairment charge of £Nil (2021: £Nil) has been recorded in respect of the Company's investments.

Details of the subsidiary undertakings and other significant undertakings as at 31 December 2022, where the Company's holding is 20% or greater, are as follows:

Subsidiary undertakings	Class of holding	Ownership	Registered address
Stratus Integrated Services Limited *	Ordinary	100.00%	C/O Mazars LLP, 30 Old Bailey, London, England, EC4M 7AU
G4S Investigation Solutions (UK) Limited *	Ordinary	100.00%	6th Floor, 50 Broadway, London, England, SW1H 0DB

\* Direct investment

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 15 Trade and other receivables

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Trade receivables	164	3
Amounts owed by Group undertakings	38,966	37,115
Accrued income <sup>1</sup>	1,392	2,486
Prepayments	647	629
Other receivables	71	6
	<u>41,240</u>	<u>40,239</u>

Included in amounts owed by Group undertakings are loans of £38,885,000 (2021: £37,088,000) which are unsecured and repayable on demand. Interest is charged on these loans the Sterling Overnight Index Average (SONIA) plus a margin of 1% (2021: the London Interbank Offered Rate (LIBOR) plus a margin of 1.5%). All other amounts owed by Group undertakings are trading in nature, unsecured, interest-free and repayable on demand.

The loss allowance on external trade receivables as at 31 December 2022 is £Nil (2021: £Nil).

All amounts owed by Group undertakings are repayable on demand and the expected loss rate for the Company is 0% (2021: 0%).

<sup>1</sup> Accrued income is made up of balances due from customers which have not yet been invoiced by the Company.

#### 16 Trade and other payables

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Trade payables	1,991	797
Accrued expenses <sup>1</sup>	245	1,285
Amounts owed to Group undertakings	771	2,842
Social security and other taxes	521	137
Deferred income	783	690
Other payables	105	109
	<u>4,416</u>	<u>5,860</u>

Amounts owed to Group undertakings are trading in nature, unsecured, interest-free and repayable on demand.

<sup>1</sup> Accrued expenses are primarily made up of accruals for agency costs.

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 17 Lease liabilities

Information about leases for which the Company is a lessee is presented below.

##### *(i) Amounts recognised in the Statement of Financial Position*

The Statement of Financial Position includes the following amounts relating to leases:

##### Carrying amount of right-of-use assets

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Property	173	345
Vehicles	38	70
	<u>211</u>	<u>415</u>

Carrying amount of right-of-use assets is included within property, plant and equipment (see note 12).

Additions to right-of-use assets during the year totalled £Nil (2021: £41,000).

##### Lease liabilities

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Current lease liabilities	180	278
Non-current lease liabilities	-	113
	<u>180</u>	<u>391</u>

Cash payments made during the year in relation to leases amounted to £171,000 (2021: £243,000).

##### *(ii) Amounts recognised in the Income Statement*

The Income Statement includes the following amounts relating to leases:

##### Depreciation charge on right-of-use assets

	<b>2022</b>	<b>2021</b>
	<b>£ 000</b>	<b>£ 000</b>
Property	147	266
Vehicles	24	28
	<u>171</u>	<u>294</u>

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 17 Lease liabilities (continued)

##### Other income and expenses related to leases

	2022	2021
	£ 000	£ 000
Income from subleasing right-of-use assets	-	-
Interest expense on lease liabilities	(13)	15
Expenses relating to short-term leases	-	-
Expenses relating to leases of low-value assets	-	-
Variable lease payments not included in lease liabilities	-	-
Gains/(losses) arising from sale and leaseback transactions	-	-

##### *(iii) The Company's leasing activities*

###### *Nature of the Company's leasing activities*

The Company leases a number of its office properties and vehicles. Property leases are negotiated over an average term of around four years, at rates reflective of market rentals. Periodic rent reviews take place to bring lease rentals into line with prevailing market conditions. Some, but not all, lease agreements have an option to renew the lease at the end of the lease term. Leased vehicles and other operating equipment are negotiated over an average lease term of four years.

###### *Exposure to future cash outflows not reflected in lease liabilities*

- Extension and termination options are included in a number of property and equipment leases. These are used to maximise operational flexibility in terms of managing the assets used in the Company's operations. The majority of extension and termination options held are exercisable only by the Company and not by the respective lessor.
- The Company does not provide residual value guarantees in relation to its leases.
- There are no significant lease commitments for leases not commenced at year-end.
- None of the Company's leases contain variable lease payments.

###### *Restrictions or covenants imposed by the leases*

Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. The lease agreements do not impose any covenants other than the security interests in the leased assets that are held by the lessor. Leased assets may not be used as security for borrowing purposes. For leases of office buildings, the Company must keep those properties in a good state of repair and return the properties in their original condition at the end of the lease. Further, the Company must insure items of property, plant and equipment and incur maintenance fees on such items in accordance with the lease contracts.

###### *Sale and leaseback transactions*

There have been no sale and leaseback transactions in the current year.

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 18 Provisions

	<b>Provisions relating to property and obligations arising from legacy contracts £ 000</b>
At 1 January 2022	858
Additional provisions in the year	<u>277</u>
At 31 December 2022	<u>1,135</u>
Current liabilities	<u>1,135</u>

Provisions consist of property related provisions.

#### 19 Retirement benefit obligations

The G4S Limited group operates both defined contribution and defined benefit pension schemes. Employer contributions to these schemes are fixed at a set level or set percentage of employees' pay.

##### *Defined contribution pension scheme*

The pension charge recognised in the income statement for the defined contribution scheme represents the contributions payable for the year. This has been detailed in note 6.

##### *Defined benefit pension schemes*

The defined benefit scheme is comprised of three sections: GSL, Group 4 and Securicor. The UK scheme is closed to future accrual apart from some sub-sections of the GSL section, and for most members defines the pension based on final salary.

Certain sub-sections of the GSL section have historically remained open to provide a facility to accept former public-sector employees who join the G4S Limited group through outsourcings. In the Group 4 and Securicor sections, members retain their link to final salary where appropriate on their benefits accrued up to closure in 2011.

The Company makes no ongoing contribution to any of the defined benefit pension schemes, and there is no contractual agreement to charge any such contributions or deficit repayments to the Company. When contribution to defined benefit scheme is made, it is accounted for in line with defined contribution schemes as the defined benefit schemes are multi-employer schemes and it is not possible to accurately identify the Company's share of scheme's assets or liabilities.

Further information on the defined benefit schemes has been disclosed in the financial statements of G4S Limited.

## G4S Government and Outsourcing Services (UK) Limited

### Notes to the Financial Statements for the Year Ended 31 December 2022 (continued)

#### 20 Share capital

##### Allotted, called up and fully paid shares

	2022 No.	2022 £ 000	2021 No.	2021 £ 000
Ordinary shares of £1 each	<u>11,529</u>	<u>11,529</u>	<u>11,529</u>	<u>11,529</u>

#### 21 Parent and ultimate parent undertaking

The Company's immediate parent undertaking is G4S Regional Management (UK&I) Limited.

The Company's ultimate parent undertaking and ultimate controlling party is Atlas Ontario LP, a limited partnership formed under the laws of the Province of Ontario, Canada. The registered office of Atlas Ontario LP is 450 Exchange, Irvine, California 92602, USA. Atlas Ontario LP is also the parent undertaking of both the smallest and largest groups which include the results of the Company and for which consolidated financial statements are prepared.

Copies of the consolidated financial statements of Atlas Ontario LP are available from the G4S website ([www.g4s.com](http://www.g4s.com)).