



GENDER PAY GAP REPORT 2025-26

BGIS UK & EUROPE

**REPORTING PERIOD:
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Introduction

At BGIS Global Integrated Solutions, we are committed to creating a workplace where everyone has the opportunity to thrive, develop and progress.

As an organisation with over 250 employees, we are required to report our Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report outlines our Gender Pay Gap based on a snapshot of employee data as of 5 April 2025.


Operating within the Facilities Management and maintenance sector, we recognise that our industry continues to face challenges in achieving gender balance, particularly within technical and operational roles.

Our Position

We recognise that there is more to do to improve gender representation across all levels of the business.

As a facilities management organisation operating within a traditionally male-dominated sector, we are aware of the broader challenges in attracting and retaining diverse talent in engineering and technical disciplines. However, we do not see this as a barrier to progress, but as a responsibility to do more.

This report reflects both our current position and the progress we are making to build a more inclusive and balanced workforce.





Driving Progress

At BGIS Global Integrated Solutions, we continue to take a proactive and long-term approach to improving equity, diversity and inclusion across the organisation.

Over the past year, we have continued to focus on strengthening our people practices, enhancing support for our employees, and building sustainable pathways into the industry.

Developing Future Talent

We continue to invest in early careers and apprenticeships, supporting the development of future talent across engineering and operational roles. Our apprenticeship programmes provide structured development opportunities and help to build a more diverse and sustainable talent pipeline.

Career Development and Progression

We have strengthened our career pathways and development frameworks, providing greater clarity on progression opportunities and supporting employees in building long-term careers within BGIS.

Supporting Employees at Every Stage

We remain committed to supporting employees at all stages of their lives and careers. This includes enhanced maternity and paternity pay, IVF support, and access to a range of employee benefits through Medicash.

We have also introduced a Menopause Policy to provide additional support and awareness, ensuring that employees feel supported and able to continue thriving at work.

Employee Engagement and Experience

We continue to build on feedback from our Employee Satisfaction Survey, using employee insights to shape initiatives that improve engagement, wellbeing and overall employee experience.

Recognition and Inclusion

Through initiatives such as thank-you letters and internal recognition programmes, we continue to recognise and value the contributions of our people.

Our ESG Council continues to drive inclusion, community engagement and social value initiatives across the organisation, reinforcing our commitment to creating a positive and inclusive workplace.

Gender Pay Gap Analytics

The data presented in this report is based on 353 male and 68 female employees.

As with many organisations operating within the Facilities Management sector, the majority of female employees are employed in sedentary and administrative roles, while the majority of male employees are employed in engineering and technical roles. This distribution continues to influence our overall gender pay gap.

As a result, the average annual salary for men is £53,630.84 and for women is £49,803.12. Compared to the previous reporting period, the average salary for men has decreased by approximately 0.7%, while the average salary for women has increased by approximately 4.2%, reflecting a positive shift in pay distribution across the organisation.

Pay and Bonus Gap – The difference between men and women

	Mean	Median
Hourly Fixed Pay	10.7%	6.4%
Bonus Pay	-17.8%	-3.7%

Key Insights:

- The mean gender pay gap has improved from 11% to 10.7%, when compared to the last report.
- The median gender pay gap has also reduced from 11% to 6.4%, when compared to the last report, showing a more significant improvement in earnings between men and women.

Bonus Pay Analysis

There are specific roles within our company that attract a discretionary bonus element. These roles are such that the position requires individuals to achieve outcomes linked to operational and strategic targets i.e. securing new business, retaining contract renewals, TUPE transfer bonus and senior management positions. Furthermore, some contracts attract a client paid bonus. The above figures show our overall mean and median gender pay gap based on hourly rates of pay at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women.

Proportion of Employees Receiving Bonuses

Key Insights:

- The proportion of men receiving bonuses is 36.26%, compared to 19.12% of women.
- While bonus participation remains higher for men, this continues to reflect the distribution of roles across the organisation.
- Bonus eligibility is more common in operational, technical, and senior roles, where male representation remains higher..

Mean and Median Bonus Pay Gap

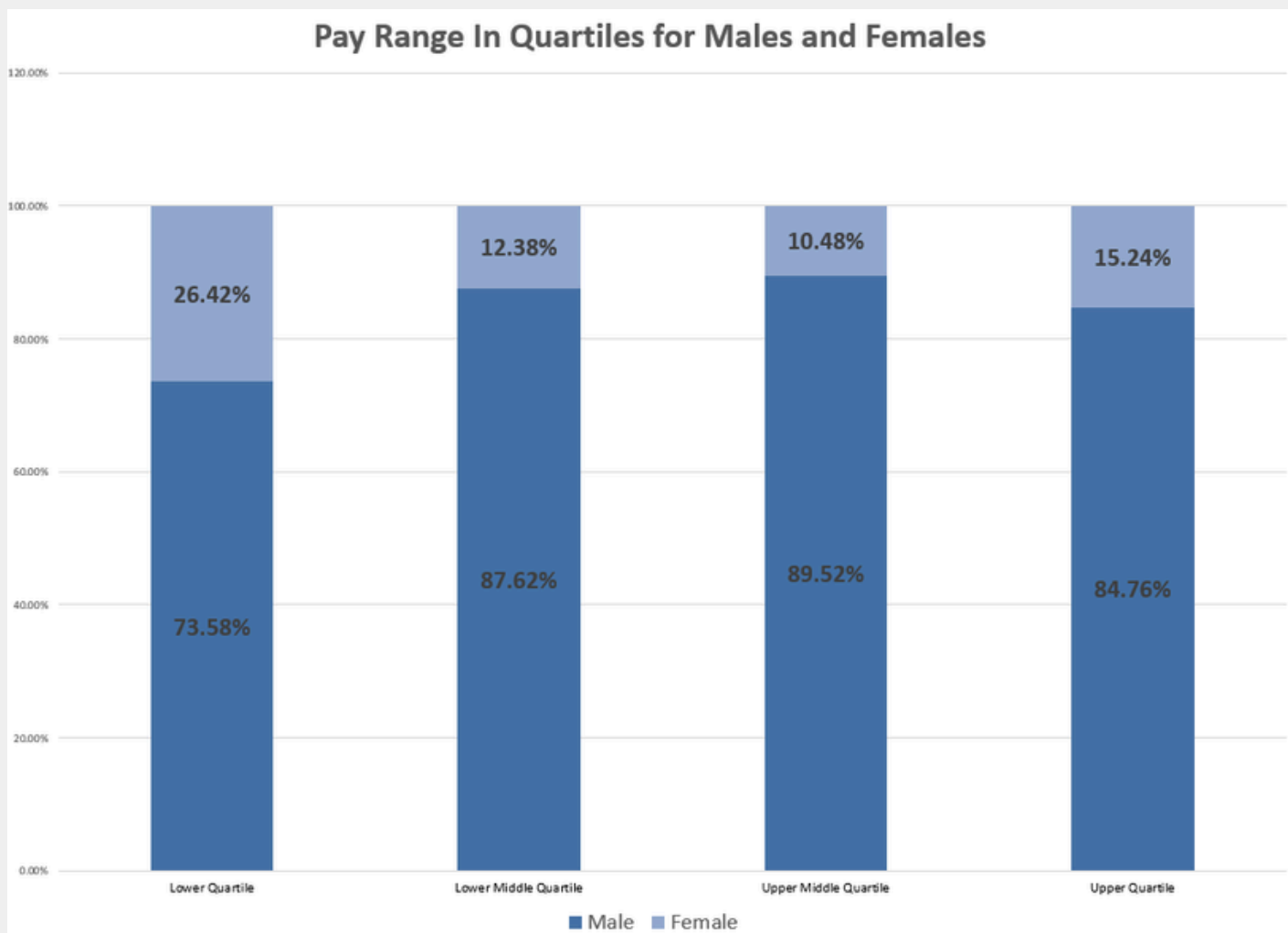
Key Insights:

- The mean bonus gap of -17.8% indicates that, on average, women received higher bonus payments than men.
- The median bonus gap of -3.7% shows a smaller difference at the midpoint, indicating broadly comparable bonus outcomes.
- While fewer women received bonuses overall, those who did received slightly higher bonus amounts on average.

Pay Quartiles Statistics – The difference between men and women

The distribution of employees across pay quartiles continues to reflect the structure of the organisation. While male employees remain more highly represented in the upper pay quartiles, there has been some positive movement in the distribution of female employees across pay levels.

In particular, female representation has reduced in the lower quartile and increased in the upper quartile, indicating gradual progress in improving gender balance across different levels of the organisation.





Conclusion

This year's data demonstrates clear and measurable progress in reducing the gender pay gap, with both mean and median gaps decreasing compared to the previous reporting period.

Most notably, this progress is reflected in the distribution of employees across pay quartiles. Female representation has decreased in the lowest pay quartile and increased in the highest pay quartile, indicating meaningful movement toward a more balanced workforce across all levels of the organisation.

The distribution of employees across pay quartiles remains a key driver of the overall gender pay gap and continues to reflect the structure of the organisation, particularly the concentration of male employees in technical and higher-paid roles, which is consistent with wider trends across the Facilities Management sector.

Bonus outcomes this year further support this position, showing that where women are represented in bonus-eligible roles, outcomes are comparable, and in some cases higher.

Addressing these structural factors remains a core focus. Through continued investment in early careers, apprenticeships, career development pathways and inclusive people practices, we are actively improving representation and progression across the organisation.

This is not just progress in numbers, it is progress in structure, and a clear step toward lasting change.

You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay or by contacting Hanieh Bazargan, Associate Director – People Operations.

I confirm the data reported is accurate as at the date of publication.

A square box containing a handwritten signature in black ink, which appears to be 'GB'.

Gary Bullen
President – UK & Europe