



UK & Europe

2024

**GENDER
PAY
GAP
REPORT**



Pay Gap Reporting

We are an employer with +250 employees, required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.


The process involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data. We are required to publish the results on our own website and a government website. The results published are as at 28 March 2024.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We establish this by using our existing People & Culture and Payroll records. All employees can confirm and update their records if they choose to by contacting People and Culture Department, UKPeople@BGIS.com.

We use these results to assess:

1. The levels of gender equality in our workplace
2. The balance of male and female employees at different levels
3. How effectively talent is being maximised and rewarded

The challenge in any organisation is to aim to eliminate any gender pay gap, where a gap is identified. If it is necessary to tackle our gender pay gap, further details will become available by speaking to the People & Culture Team.





Women in Engineering

The engineering industry still continues to be perceived as a predominately male dominated sector. Therefore, by default, fewer women have a tendency to select this as a career choice compared to men. As an industry, not only are companies proactively encouraging females to choose this as a viable career option but the education system through the STEM initiative is encouraging students to specialise in related subjects i.e. science, technology, engineering and mathematics.

BGIS is a global leader in the provision of facility management, project delivery, energy & sustainability, asset management, workplace advisory, and real estate services. With a combined team of over 10,000 globally, BGIS relentlessly focuses on delivering innovative service solutions that create value for its clients. In addition to managing a diverse portfolio of corporate offices, retail, colleges, hospitals and industrial assets, BGIS is a world leader in the management of data centres and other critical environments.

One of the sub divisions of our Environmental, Social and Governance Council (ESG) is the Women of BGIS Committee with focus on further enhancement of the roles and responsibilities of females within the business and hence reduce the gender pay gap further. The committee's aim is to achieve a gender balanced and inclusive workforce, focusing on the following:

- Unconscious Bias Education
- Talent Pool of High Potential Female Talent
- Women of BGIS

International Women's Day

On International Women's day, we celebrated the incredible women who make our business what it is - a place of innovation, strength, and community. From the superstars who lead our projects to the unsung heroes who support us every day, every woman in our team plays a vital role in our success.

Our celebration at our London head office was a testament to the spirit of unity and support that defines us. The Women's Day Brunch offered a wonderful opportunity for our team members to connect, share stories, and recognise the contributions of women in Facilities Management and beyond.



A special highlight was our clothing drive for "Dress for Success," a remarkable organisation dedicated to empowering women to achieve economic independence through support, professional attire, and development tools. The generosity shown by our ladies, who donated clothing to support this cause, was truly inspiring.



Gender Pay Gap Analytics

The gender pay gap data published this year consist of statistics for 315 men and 61 women. The majority of female employees are employed in sedentary/administrative roles, by contrast the majority of our male employees are employed in engineering roles. As a consequence the average annual salary for men at £54,300 and women at £47,700. These salaries reflect an increase for both genders during the past six years.

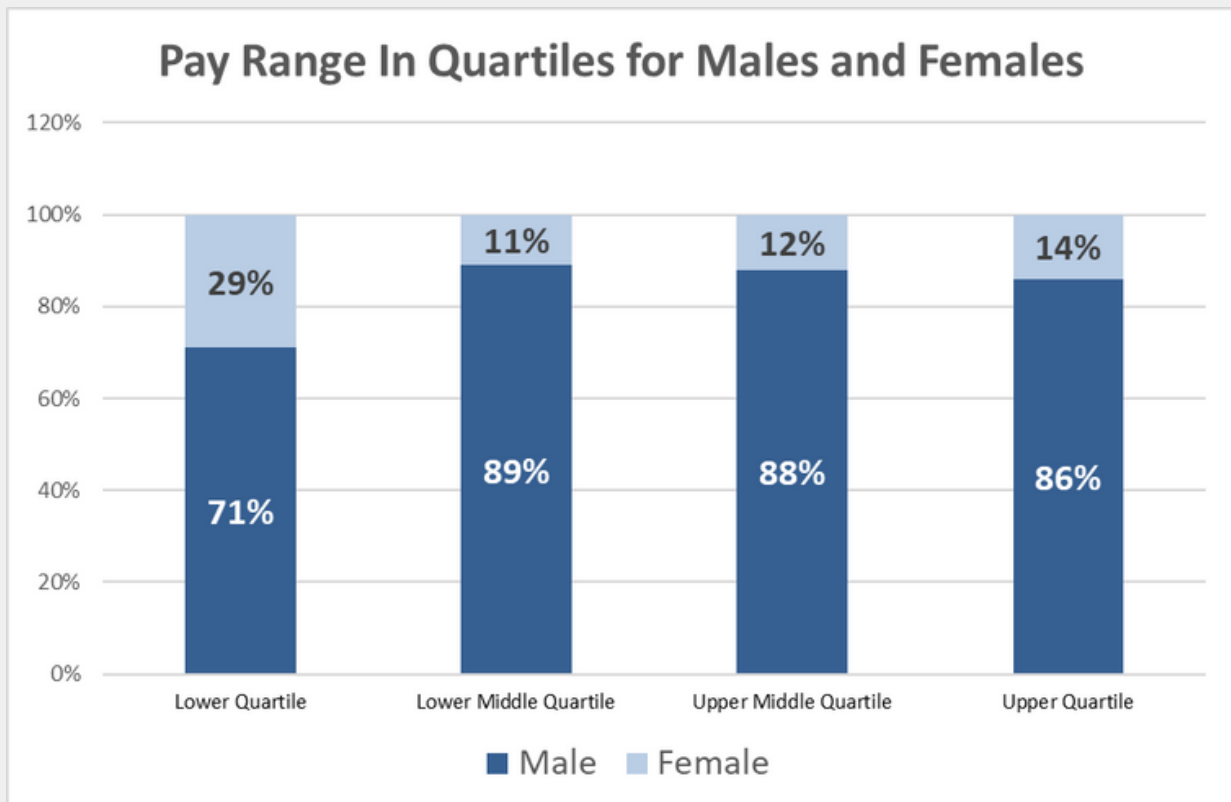
Pay and Bonus Gap – The difference between men and women

	Mean	Median
Hourly Fixed Pay	12%	12%
Bonus Pay	49%	31%

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.

Pay Quartiles Statistics – The difference between men and women

The lower middle, upper middle and upper quartile have all increased since 2021. This shows a greater achievement within the business to close the gender pay gap.



Apprentices

In December 2022, we successfully recruited two female engineering apprentices within our UK team. This was an amazing step as part of our overall strategy to promote and recruit more females within the business, specifically in engineering roles. For several years we have continued to offer a Building Services Apprentice programme to encourage growth and succession planning within the industry.

BGIS

Meet

Jessica Amdemariam

Apprentice

"My journey into BGIS was very smooth sailing. I was referred into the BGIS apprenticeship by a friend and within a couple of weeks my start date was set, and I couldn't have been more excited. I am currently working at 22 Bishopsgate and the opportunity to both learn and earn in some very prestigious buildings in London, working with some world class engineers. I am very much enjoying the site rotation. It gives you a different perspective and allows you to gain a different set of knowledge and experiences as different sites have their own unique set of obstacles and how they're managed. What I would say to potential other apprentices is just throw yourself into the deep end, an apprenticeship is a great opportunity to learn and sets you in the right direction for your chosen career path."



Roni Gowers

Apprentice

"When I first started at BGIS I was nervous as I had minimal engineering knowledge but everyone made me feel very welcome and has always been more than happy to answer any questions I've had. I am currently working at The Leadenhall Building. When we first had our site rotation I didn't like the idea of it because I had definitely become comfortable on my old site and gotten into a routine, now I feel I have settled well and I am enjoying my time here. It was all about looking at it from a different perspective and being able to work with a variety of engineers to gain as much knowledge as possible. Something I like about being an apprentice at BGIS is how supportive everyone is and that they want to see us all doing well and progressing within the industry. Any advice I could give is not to worry, although the time will fly there are so many different routes to take you will end up in the right place, just take it at your own pace."





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

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



Gary Bullen
President – UK & Europe

