



UK & Europe

2025

**GENDER
PAY
GAP
REPORT**

Introduction

At BGIS UK & Europe, we are committed to fostering an inclusive and equitable workplace. As an employer with over 250 employees, we are required by law to report our Gender Pay Gap under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Operating in a traditionally male-dominated industry, we recognise the challenges in achieving gender balance and remain dedicated to reducing the gap. Through targeted investments in our people, policy enhancements, and career development opportunities, we are driving meaningful change.

This report outlines our 2025 Gender Pay Gap report based on April 2024 figures, providing a year-on-year comparison and highlighting key initiatives aimed at supporting women within our organisation.

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.

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 are required to update their data as/when required by contacting the People and Culture Department, UKPeople@BGIS.com, or directly on the system.

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 remains a traditionally male-dominated sector, with fewer women pursuing careers in this field compared to men. While progress has been made, the gender imbalance persists, often influenced by societal perceptions and a historical lack of female representation. As an industry, organisations are taking proactive steps to break these barriers by encouraging more women to consider engineering as a viable and rewarding career path. Initiatives such as STEM education programs continue to promote science, technology, engineering, and mathematics among young students, helping to widen the talent pipeline for the future.

At BGIS UK & Europe, we recognise the importance of fostering a more inclusive and diverse workforce. As a global leader in facilities management, project delivery, energy & sustainability, and workplace advisory, we are committed to driving change within our industry. With a team of over 10,000 employees worldwide, we continuously work to create an environment where women feel empowered to enter, develop, and thrive in technical and engineering roles.

with the majority of our workforce comprising engineers, women remain underrepresented in technical roles, often occupying administrative positions. To address this, BGIS UK & Europe is actively working to create pathways for women into skilled and higher-paid roles.

We are committed to tackling this imbalance through:

- Increasing awareness of engineering careers among women.
- Strengthening recruitment strategies to attract female talent into technical roles.
- Supporting career progression through mentorship and development opportunities.
- Celebration of the International Women's Day and the elevation of the status of the women of BGIS.

Key Initiatives

Upskilling and Career Development

BGIS UK & Europe is a levy-funded organisation, investing in professional qualifications such as ILM, CIMA, ACCA, and CIPD. By supporting our employees in their career development, we aim to provide women with opportunities to advance into leadership and technical roles, helping to reduce the gender pay gap over time.

Enhancing Employee Benefits

Recognising the importance of family-friendly policies in retaining and supporting women in the workplace, we have revamped our maternity leave package. Instead of offering only statutory maternity pay, we now provide:

- First 6 weeks: 100% pay
- Next 6 weeks: 50% pay
- Remaining weeks: Statutory Maternity pay

This improvement demonstrates our commitment to making BGIS UK & Europe a more attractive and supportive employer for women.

BGIS

You Said We DID

The Enhanced Maternity benefit is already live! Anyone that goes on Maternity will now receive 6 weeks at full pay and 6 weeks at half pay to help with expenses that babies bring.

Our Enhanced Paternity benefit is also live, that's 2 weeks full pay an increase from £184.03 per week!

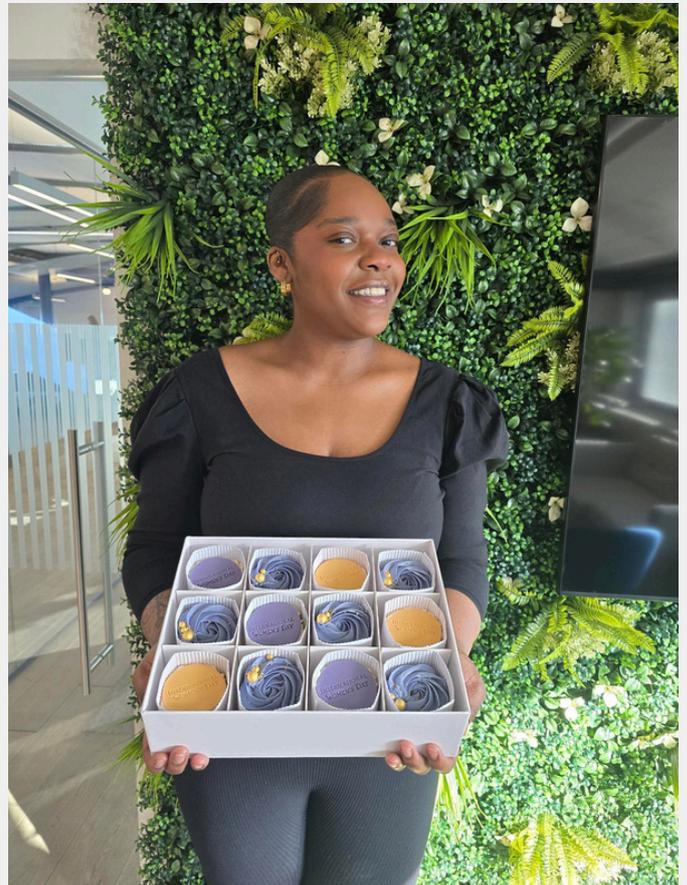
The infographic features two circular illustrations. The top one shows a woman pushing a stroller with a heart icon and a calendar. The bottom one shows a man holding a baby, with a teddy bear and a briefcase nearby, and a calendar icon.

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.

As part of our ongoing efforts to promote gender equity, we celebrated International Women's Day by:

- Launching a Menopause Policy to support employees experiencing menopausal symptoms
- Hosting a webinar on gender equality and career development, featuring industry experts and internal success stories



Gender Pay Gap Analytics

The gender pay gap data published this year consist of statistics for 344 men and 66 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 £54,018.10 and women at £47,779.11. 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	11%	11%
Bonus Pay	44%	21%

Key Insights:

- The mean gender pay gap has improved from 12% to 11%, when compared to last report.
- The median gender pay gap has also decreased from 12% to 11%, when compared to last report.
- The overall trend indicates a slight but positive movement toward pay parity.



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 increased from 14% to 19%, when compared to last report.
- The proportion of women receiving bonuses increased from 11% to 17%, when compared to last report.
- The increase in bonus distribution is a positive trend, benefiting both genders.

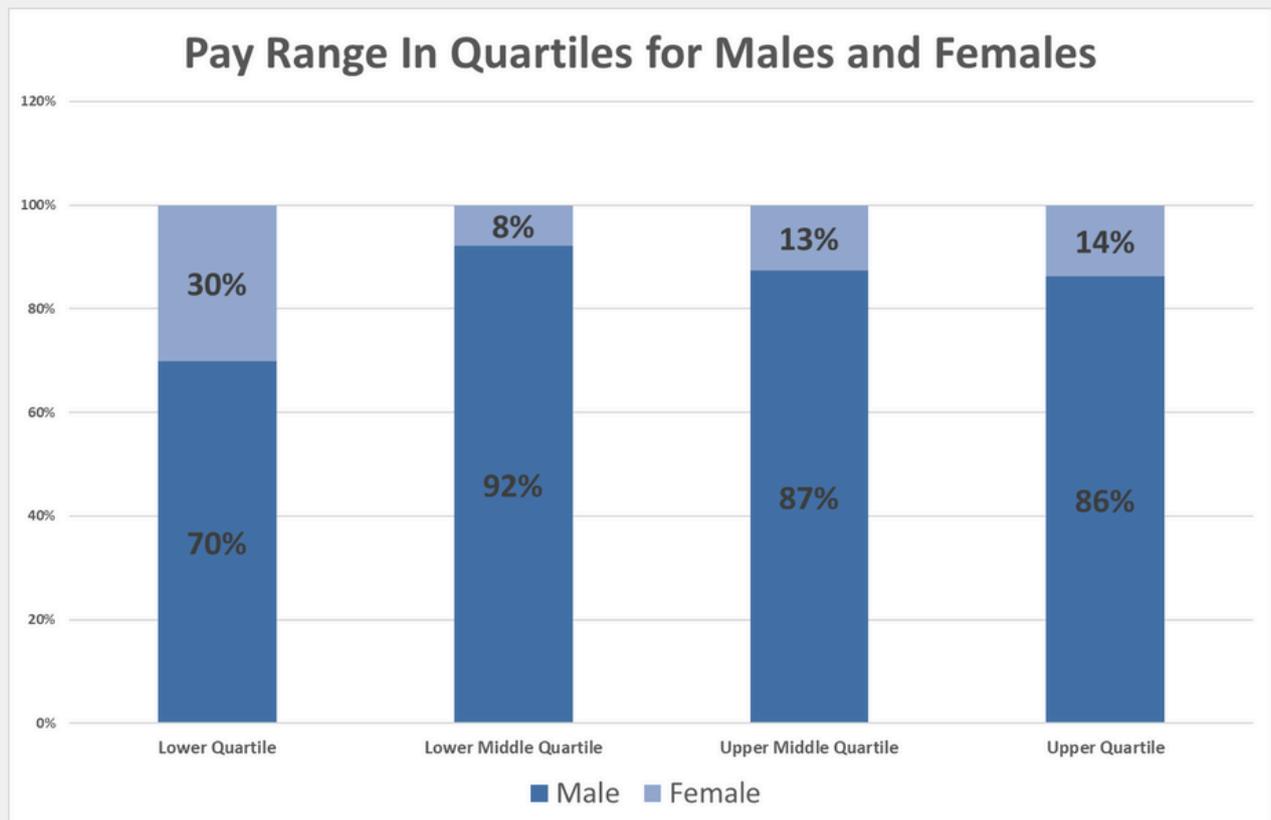
Mean and Median Bonus Pay Gap

Key Insights:

- The mean bonus pay gap has improved from 49% to 44%, indicating progress when compared to last report.
 - The median bonus pay gap has significantly improved from 31% to 21%, marking a notable reduction in disparity.
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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.





Conclusion

While progress has been made, we recognise that there is still work to do in reducing the gender pay gap within BGIS UK & Europe. Through continued investment in people, policies, and career development, we remain committed to fostering a workplace where all employees—regardless of gender—can thrive. We will continue to monitor our progress and explore new ways to drive meaningful change in the years ahead.



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.



Gary Bullen
President – UK & Europe

