

Employee Communication: Gender Pay Gap Reporting – 2023 Report

We are an employer 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 February 2023.

We use these results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

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 Tahira Chaudhry, People and Culture Manager.

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 and Culture Team.

The engineering industry still continues to be perceived as a predominately male dominated sector. Therefore, by default, few 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 8,000 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.

We work strategically within our parent company's Gender and Diversity Committee to further enhance the roles and responsibilities of females within the business and hence reduce the gender pay gap further. The Gender and Diversity Committee is committed to supporting us to achieve a gender balanced and inclusive workforce. The program initiatives focus on the following:

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



Women of BGIS

We take all opportunities to celebrate women within the industry and in particular, on 8th March 2022, we celebrated International Womens' Day. Not only to celebrate but empower our female team members and show our recognition for the many amazing women who are making an impact on a daily basis.

"Every woman's success should be an inspiration to another, we're strongest when we cheer each other on. There is no limit to what we as women can accomplish".

The Women of BGIS team organise events such as a trip to the British Museum to attend the 'Feminine Power' Exhibition as well as attending the Charity International Women's Day Conference at London Science Museum



Women have a significant presence at board level within BGIS (UK) accumulating to 45% representation at BGIS compared to the national average of 36%.

The gender pay gap data published this year consist of statistics for 279 men and 60 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 £51,000 and women at £45,000. These salaries reflect an increase for both genders during the past six years.

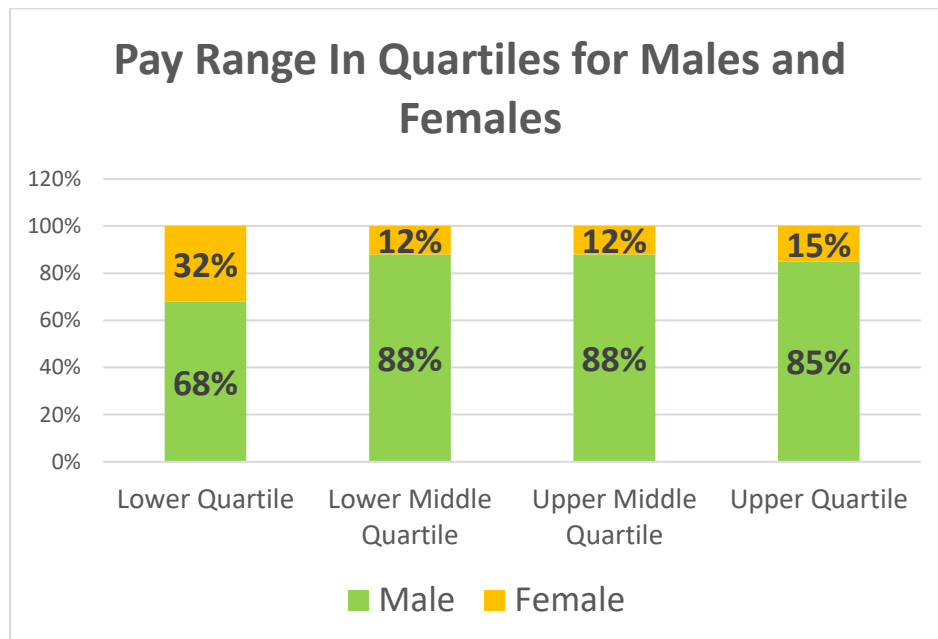
Pay and Bonus Gap – The difference between men and women

	Mean	Median
Hourly fixed pay	13%	9%
Bonus paid	39%	50%

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 – 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 is as a positive measure taken 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. We are especially keen to encourage women apprentices and clearly state on our website that we would be delighted to arrange work experience to give an insight into what an engineering apprenticeship involves.

We take active steps to ensure our female apprentices are integrated within the industry and our business. For example, we took our female apprentices to the Data Centre World Exhibition in March 2023 which also tied in with International Women's Day.



You can learn more about Gender Pay Reporting by visiting www.acas.org.uk/genderpay or by contacting Tahira Chaudhry, People and Culture Manager.

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

President – UK & Europe