

Gender Pay Report 2020

Document Classification - Internal

Foreword



2020 was a year like no other. By now we all know too well the impact that the COVID-19 pandemic had on business not just throughout the UK but globally. Whilst as a business, the Atalian Servest group had to work hard to navigate our way through the pandemic, we are extremely proud that our commitment to promoting diversity and inclusion within our workplace did not waiver – in fact it remained a key priority in our continued mission to be an employer of choice.

Notwithstanding the COVID-19 pandemic, 2020 saw the launch of our colleague led diversity and inclusion platform – CHROMA. CHROMA (which stands for “Creating Harmony Respecting Others Making Allies”) comprises of a number of internal networks formed by our colleagues who want to influence and shape Atalian Servest’s approach to diversity and inclusion. These networks are open to all of our colleagues irrespective of whether they personally identify with the network topics. All we ask is that colleagues are passionate about driving real and positive change.

Whilst CHROMA is still in its relatively early days, its impact can already be felt within our business and with the input of our colleagues, we are excited about how far it can go – particularly when it comes to promoting gender equality amongst our current workforce and in the future.

This report sets out our Gender Pay Gap report for 2020. As you will see in the report, we have provided relevant information for all companies within the Atalian Servest UK group which have 250 employees or more. There is no doubt that in some areas of our business we have some way to go to close the gender pay and bonus gaps – particularly within the area of hard facilities management where although no excuse, the industry remains a typically male dominated one at all levels.

That said, when it comes to the largest employer and trading entity within our UK group, Atalian Servest Limited (which also employs a significant proportion of the UK’s senior leadership team), this report shows a mean gender pay gap of 6.75% and a median gender pay gap of 2.68% for 2020 which compares favourably against the UK average gender pay gap of 15.5% (according to the ONS Gender Pay Gap in the UK: 2020). These results show a significant improvement since 2018 and we are confident that with the continued focus on CHROMA, we can work towards reducing the gender pay gap further in all areas of the Atalian Servest business.

Our people are at the heart of our strategy and will continue to be so as we strive to be a diverse and inclusive employer of choice.



Daniel Dickson

Chief Executive Officer – UK & Ireland

October 2021

Understanding our Gender Pay Gap Report

To be clear, reporting on the gender pay gap reflects the difference between average pay of men and women across the UK – it is not a comparison of pay rates for men and women doing like for like work.

The Gender Pay Gap legislation requires UK employers with 250 employees or more to produce and report a Gender Pay Gap Report each year. The Atalian Servest group has five legal entities within the UK which employ 250 or more employees and their reports are set out below.

The information provided within this report has been calculated as required by the Gender Pay Gap legislation and using a “snapshot date” of 5 April 2020.

When we refer to “Median Gender Pay Gap” or “Median Gender Bonus Gap” in this report we mean the difference in the middle points of either pay or bonus ranges. Essentially if we listed all men and women’s pay or bonus in order of value, the “median gap” is the difference between the middle male and middle female’s pay or bonus, expressed as a percentage of the male’s pay or bonus.

When we refer to “Mean Gender Pay Gap” or “Mean Gender Bonus Gap” in this report things are a bit simpler. This means the difference between the average hourly pay or bonus payment(s) for women compared to men, expressed as a percentage of the male’s pay or bonus.

Atalian Servest Limited

Pay	Amount	
Median Gender Pay Gap	2.68%	
Mean Gender Pay Gap	6.75%	
Bonus	Amount	
Median Gender Pay Gap	30.58%	
Mean Gender Bonus Gap	64.37%	
4.65% of Women received a bonus		
3.75% of Men received a bonus		
Pay Distribution	Men	Women
Upper Quartile	55.78%	44.22%
Upper Middle Quartile	55.65%	44.35%
Lower Middle Quartile	45.31%	54.69%
Lower Quartile	45.86%	54.14%

Atalian Servest AMK Limited

Pay	Amount
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Median Gender Pay Gap	46.52%
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Mean Gender Pay Gap	46.42%
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Bonus	Amount
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Median Gender Pay Gap	-855.47%
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Mean Gender Bonus Gap	95.23%
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0.38% of Women received a bonus

17.2% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	97.80%	2.20%
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Upper Middle Quartile	97.37%	2.63%
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Lower Middle Quartile	59.21%	40.79%
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Lower Quartile	28.95%	71.05%
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Atalian Servest Food Co Limited

Pay	Amount	
Median Gender Pay Gap	12.80%	
Mean Gender Pay Gap	10.91%	
Bonus	Amount	
Median Gender Pay Gap	00.00%	
Mean Gender Bonus Gap	00.00%	
0% of Women received a bonus		
0% of Men received a bonus		
Pay Distribution	Men	Women
Upper Quartile	58.35%	41.65%
Upper Middle Quartile	36.76%	63.24%
Lower Middle Quartile	22.62%	77.38%
Lower Quartile	21.34%	78.66%

Atalian Servest Security Limited

Pay		Amount	
Median Gender Pay Gap		-3.81%	
Mean Gender Pay Gap		3.77%	
Bonus		Amount	
Median Gender Pay Gap		0.00%	
Mean Gender Bonus Gap		0.00%	
0% of Women received a bonus			
0% of Men received a bonus			
Pay Distribution		Men	Women
Upper Quartile		95.02%	4.98%
Upper Middle Quartile		93.17%	6.83%
Lower Middle Quartile		93.91%	6.09%
Lower Quartile		95.40%	4.60%

Atalian Servest Integrated Solutions Limited

Hourly		Amount	
Median Gender Pay Gap		14.76%	
Mean Gender Pay Gap		14.29%	
Bonus		Amount	
Median Gender Pay Gap		0.0%	
Mean Gender Bonus Gap		-4.13%	
19.51% of Women received a bonus			
33.42% of Men received a bonus			
Pay Distribution	Men	Women	
Upper Quartile	86.67%	13.33%	
Upper Middle Quartile	83.92%	16.08%	
Lower Middle Quartile	70.20%	29.80%	
Lower Quartile	62.89%	37.11%	

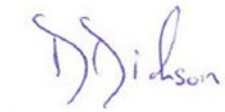
Looking ahead

As mentioned at the outset, there is no doubt that our people will continue to be at the heart of our strategy. We are excited about the further impact CHROMA can have on the diversity and inclusion, but we are not complacent – we know we need to work hard to ensure it reaches all areas of our UK business and can be influenced by all of our colleagues, whether they work in our Head Office or at our client sites. Gender will be a key focus within CHROMA and we hope in time, we will see a continued improvement in reducing our gender pay gap across all of our business.

We also remain committed to investing in the professional development of our people through our internal Learning & Development team. Our internal L&D platform, Opportunity, provides a range of development opportunities for staff at all levels and we are confident that moving forward this will also serve to enable more women to reach leadership positions in our business.

Finally, the COVID-19 pandemic taught us all many things but a common trend for most businesses was the impact it had on our typical day to day working arrangements. Hybrid working is something we are keen to continue with as we saw first-hand the positive impact it can have in terms of employee engagement, productivity and job satisfaction as well as promoting a healthy work/life balance. This in turn will help with not only employee retention but attract new, diverse talent into our business.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010(Gender Pay Gap Information) Regulations 2017.



Daniel Dickson

Chief Executive Officer – UK & Ireland

October 2021