

Gender Pay Report 2021

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Document Classification - Internal

Overview



There is no doubt that 2021 remained a challenging time for businesses across the UK. However, our adaptability and resilience which became second nature during 2020 set Atalian Servest up for another successful year in 2021.

CHROMA, our colleague led diversity and inclusion platform, continued to flourish and our commitment to promoting gender equality within Atalian Servest was at the very heart of this. In 2021, not only did we expand CHROMA's LGBTQ+ committee to add Gender to this, we also appointed a Women's Health Ambassador and Menopause Champion as part of CHROMA's Physical and Mental Health committee – all of which were ideas put forward and implemented by our colleagues.

These steps are clear indicators that Atalian Servest doesn't just want to make a difference statistically speaking or on paper – when it comes to gender equality, we want to make sure we foster a culture of inclusivity and equal opportunity that makes a positive difference to the people that matter most – our colleagues.

Creating a diverse and inclusive culture is a journey without a destination – our work in this regard will never be done. However, a sign that we are moving in the right direction came in 2021 when Atalian Servest won The Institute of Workplace and Facilities Management, 2021 Diversity Initiative Award. This was awarded to Atalian Servest in recognition of CHROMA and the diversity and inclusion advances we are making within our industry.

We are immensely proud of this recognition, particularly when CHROMA was launched at the height of the COVID19 pandemic and despite the challenges this presented, it still landed with both impact and influence. There is no doubt that this was only possible because of the passion and commitment of our colleagues who are driving positive change within our business through CHROMA.

This report sets out our Gender Pay Gap report for 2021. 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. We are pleased that Atalian Servest Limited (our largest trading entity within our UK group) continues to make progress closing the gender pay gap with a mean gender pay gap of 6.74% and a median gender pay gap of 0.00% for 2021 – and whilst it remains the case that hard facilities management still leans towards being a male dominated industry, we are pleased to see a significant improvement for Atalian Servest AMK Limited (our primary hard services trading entity within our UK group) since our 2020 Gender Pay Gap Report.



However, we are not complacent and recognise that work still needs to be done. Through CHROMA and the passion of our colleagues, we will strive to see year on year improvement and look forward to what can be achieved in 2022.

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

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 2021.

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
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Median Gender Pay Gap	0.00%
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Mean Gender Pay Gap	6.74%
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Bonus	Amount
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Median Gender Bonus Gap	50.00%
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Mean Gender Bonus Gap	40.72%
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0.29% of Women received a bonus

0.84% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	57.74%	42.25%
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Upper Middle Quartile	51.89%	48.1%
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Lower Middle Quartile	24.42%	75.57%
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Lower Quartile	59.31%	40.68%
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Atalian Servest AMK Limited

Pay	Amount
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Median Gender Pay Gap	39.21%
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Mean Gender Pay Gap	33.73%
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Bonus	Amount
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Median Gender Pay Gap	00.00%
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Mean Gender Bonus Gap	00.00%
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0% of Women received a bonus

0% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	98.80%	1.19%
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Upper Middle Quartile	98.41%	1.58%
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Lower Middle Quartile	65.87%	34.12%
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Lower Quartile	35.71%	64.28%
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Atalian Servest Food Co Limited

Pay	Amount
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Median Gender Pay Gap	15.14%
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Mean Gender Pay Gap	17.28%
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Bonus	Amount
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Median Gender Pay Gap	28.80%
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Mean Gender Bonus Gap	35.55%
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3.95% of Women received a bonus

4.39% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	55.63%	44.36%
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Upper Middle Quartile	23.5%	76.5%
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Lower Middle Quartile	21.75%	78.25%
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Lower Quartile	08.00%	92.00%
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Atalian Servest Security Limited

Pay	Amount
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Median Gender Pay Gap	4.19%
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Mean Gender Pay Gap	6.87%
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Bonus	Amount
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Median Gender Pay Gap	-16.99%
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Mean Gender Bonus Gap	-7.94%
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5.56% of Women received a bonus

3.80% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	93.50%	6.50%
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Upper Middle Quartile	94.58%	5.41%
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Lower Middle Quartile	90.61%	9.38%
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Lower Quartile	94.94%	5.05%
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Atalian Servest Integrated Solutions Limited

Hourly	Amount
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Median Gender Pay Gap	21.61%
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Mean Gender Pay Gap	13.79%
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Bonus	Amount
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Median Gender Pay Gap	00.00%
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Mean Gender Bonus Gap	00.00%
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0% of Women received a bonus

0% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	88.40%	11.59%
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Upper Middle Quartile	84.78%	15.21%
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Lower Middle Quartile	76.90%	23.10%
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Lower Quartile	64.02%	35.97%
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