

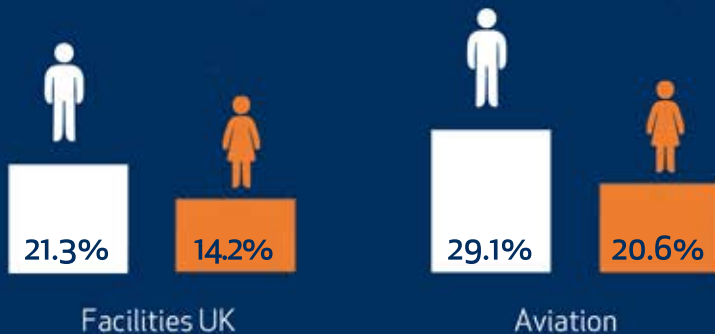
At ABM we continue to accept the challenges faced by every business in achieving a work environment of equality and equity, with transparency and innovation, ranging from our Junior Engineering Engagement Programme (J.E.E.P), providing STEM training sessions for young female school pupils, to our Women's Impact Group, open to all colleagues and empowering our female team members.

This year's report shows the gap in the number of men and women in the mid and lower quartile has grown which is disappointing but continues to be reflective of the sectors we work in. Our flat structure doesn't support resolving this easily and we will continue to work hard to increase the representation of female talent in higher level roles as the business grows. We did make some progress this year. With regards to participation in our bonus awards we saw an overall decrease across the board in men and women receiving bonuses and more pleasing was the significant increase in one year to bonus payment equality. The pay gap continues to reduce in all areas and this will continue however we recognise it still remains and the introduction of a structured compensation framework will start to address that in future years.

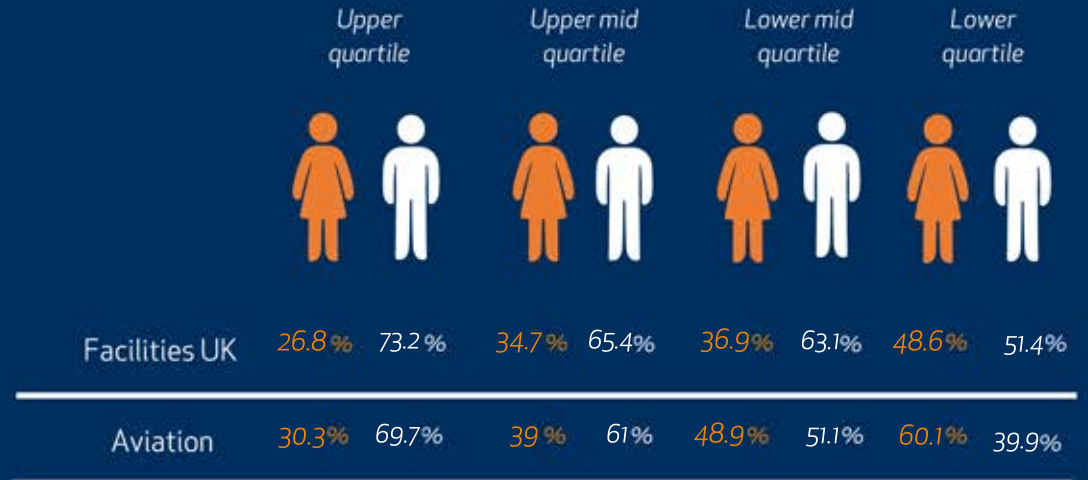
"Our pursuit of gender equality at ABM involves every individual coming together as One ABM to improve as one force for good. We empower our people, no matter their situation, providing a fair and equitable environment to work in and promoting a challenge culture of transparency and inclusion.

Chris Townsend - Senior HR Director UK

Percentage of men & women who received bonus pay



Men and women in each pay quartile



Difference between men and women

	Pay Gap		Bonus Payment	
	Mean	Median	Mean	Median
Facilities UK	3.8%	0%	-16.8%	-7.7%
Aviation	-16.4%	2%	-17.4%	0%