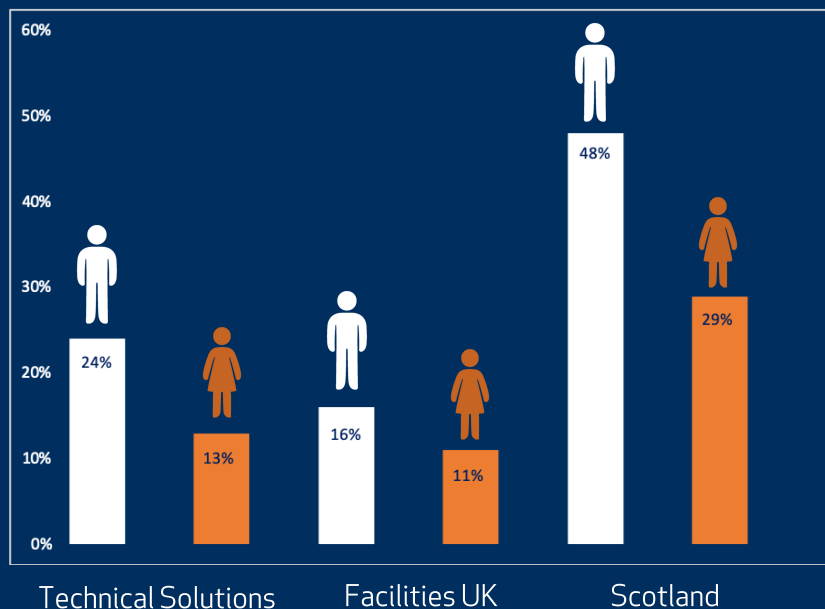


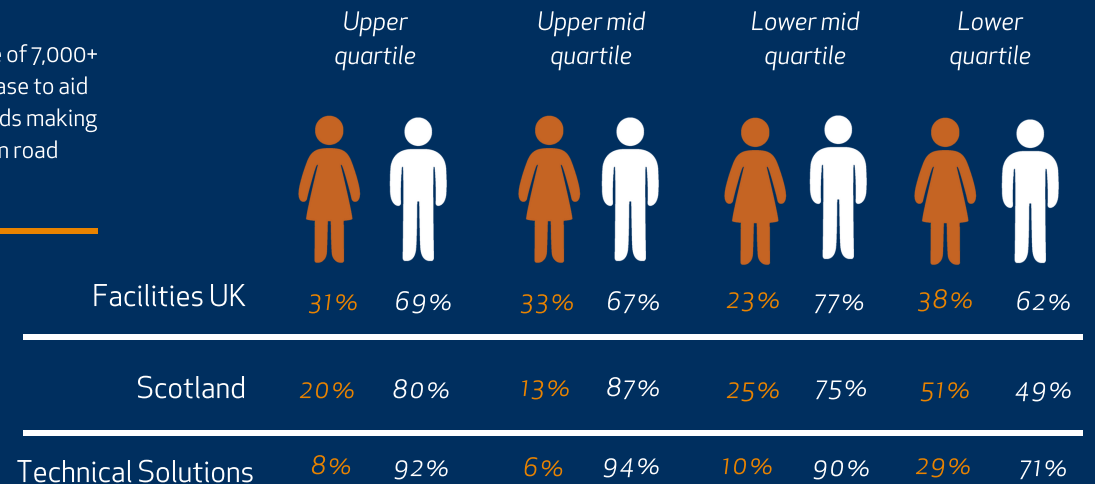
At ABM we constantly strive to be diverse and it is clear that what we pay is not influenced by gender. In the Facilities Management industry we tend to have more males than female employees which is highly dependent on the nature of the job e.g. the engineering industry is in the main male dominated. We have looked at various ways of improving this and have recently introduced a steering group around Woman in ABM. This was constructed with the purpose to review current barriers to work for woman.

ABM will be further developing both internal and external strategies, as with a current employee base of 7,000+ we are fortunate to be able to drive change internally as well as externally. Using our existing staff base to aid the changing of perception of employment in the FM industry, will be a key aim of 2019 working towards making FM roles the career choice for women. The introduction of a mentor scheme along with succession road mapping will reinforce and promote the inclusive culture of ABM.

Number of employees paid a bonus



Men and women in each pay quartile



Difference between men and women

	Pay Gap		Bonus Payment	
	Mean	Median	Mean	Median
Facilities UK	5.49%	0.24%	34.64%	8.29%
Scotland	2.95%	4.76%	5.69%	3.73%
Technical Solutions	27%	26.4%	1.7%	1.1%