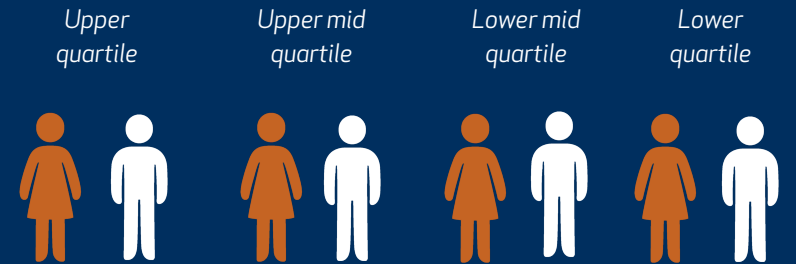


At ABM we constantly strive to be diverse and it is clear that what we pay is not influenced by gender. In the Facilities Management industry we tend to have more males than female employees which is highly dependent on the nature of the job e.g. the engineering industry is in the main male dominated. This continues to be a challenge and we are actively working to promote typically male dominated roles to female applicants at all levels. This includes setting up working groups for a whole range of employees including female engineers and leaders as well as working to promote opportunities in FM and Aviation to school and college leavers and in particular females through our JEEP and Graduate programs. This work was paused during the last year but is now fully underway.

ABM will be further developing both internal and external strategies, as with a current employee base of 9,000+ 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 2022 working towards making FM roles the career choice for women. The introduction of a mentor scheme along with succession planning linked to our core competencies will reinforce and promote the inclusive culture of ABM. In 2022 we are building on all this work by introducing formalized coaching frameworks across the UK.

Men and women in each pay quartile



Number of employees paid a bonus



Category	Upper quartile	Upper mid quartile	Lower mid quartile	Lower quartile
Facilities UK	37%	63%	37%	63%
Aviation	35%	65%	41%	59%

Difference between men and women

	Pay Gap		Bonus Payment	
	Mean	Median	Mean	Median
Facilities UK	4.1%	0.1%	5.70%	-52.3%
Aviation	8.3%	2.2%	66.7%	14.6%