

# Gender pay gap report 2022

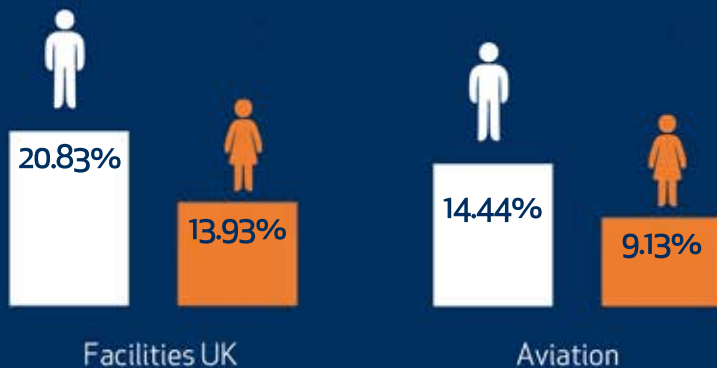
ABM has a continuous programme of improvement in inclusion and diversity, creating a workplace culture where all team members are respected, supported and empowered to realise their potential. We pride ourselves on transparency and accountability at ABM and that is why we look to improve in every way we can as we develop as a business. There is no gender bias on what we pay and our team members enjoy a culture of equal opportunities. In the sectors we work in, there are in some areas, a higher proportion of male than female team members, for example in the Facilities Management industry. This ratio can be dictated by the perceptions of a role, e.g, the engineering industry is mainly a male workforce. We face this challenge head on by actively promoting previously perceived male roles as realistic opportunities for female applicants. We do this by reviewing all recruitment literature and having working/impact groups for all colleagues to have access to, including female engineers and leaders. We directly promote roles in FM and Aviation to school and college leavers and focus in particular on females, through our JEEP and Graduate programs, raising awareness and educating young people on future career opportunities.

We continue to develop internal and external strategies at ABM in the UK. Using our existing team member base to support the change in perception of employment in the FM industry, will be a priority in 2023, as we continue to work towards making FM roles the career choice for women.

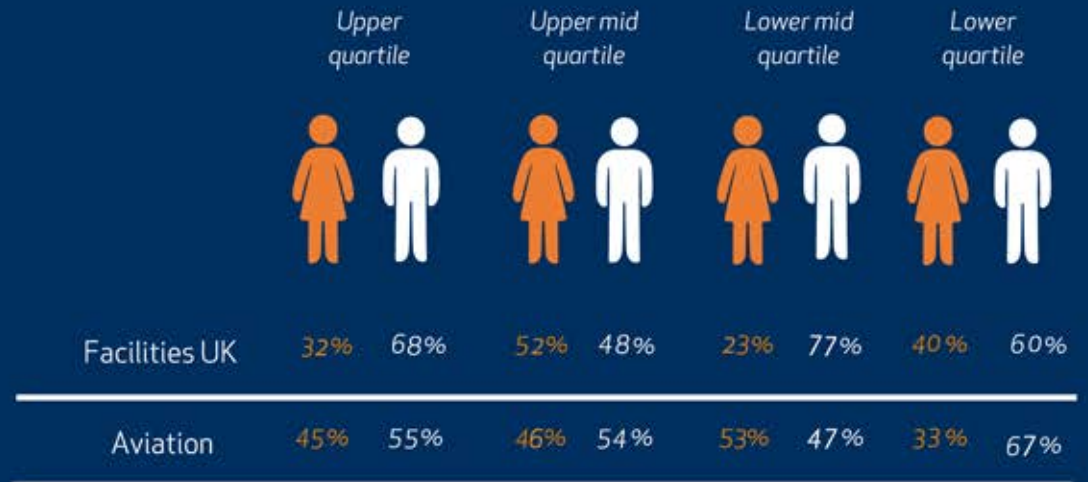
“At ABM we see gender equality as a shared priority area of evolving improvement. Giving all our people, no matter their situation, a fair and equitable environment to work in and a workplace culture of transparency and inclusion, can only lead to great things. We face the challenges and celebrate success together, giving our people empowerment and the right to be their true self in life and at work”.

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	2.3%	0%	-1%	11.3%
Aviation	3.8%	-2.9%	21.9%	4%