



Our Gender Pay Report
2018

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Foreword



2018 proved to be an exciting and positive year for the Atalian Servest UK group. In May 2018, Servest formally merged with global Facilities Management company Atalian, to form one of the largest facilities management companies in the world, Atalian Servest.

Taken as an average across all the companies in the Atalian Servest UK group featuring in this report, our UK median gender pay gap is 2.13%. We are pleased that this is significantly below the UK national median gender pay gap of 17.9% however we want to do more. Gender diversity, and all other forms of diversity, creates a strong, sustainable business so we need to keep working at creating an environment which is desirable to everyone.

Our goal remains to be an employer of choice and we continue to focus on having an engaged workforce, getting the best out of our people by treating them fairly and consistently, providing them with the right opportunities to grow and develop whilst continuing to deliver excellent customer service to our clients. Our dedicated Human Resources, Learning & Development and Resourcing teams are committed to driving our people agenda and embed our culture of togetherness.

The calculations in this report are complicated but the takeaway is simple: this is not about a man getting paid differently to a woman for doing the same job. In its simplest terms, it is about listing all male salaries and all female salaries (ranked highest to lowest) and calculating the mean in each list. The gender pay gap is the % difference between these two figures. The calculation is done in the same way using the median. However, this isn't about a gap in real pay - it's all about the gender balance, as we have a higher proportion of males in higher paid roles. The bonus gap, as with our pay gap, is as a result of gender mix as our bonuses tend to be paid to more senior grades where we currently have more men than women.

The Equality Act 2019 (Gender Pay Gap Information) Regulations 2017 require relevant organisations comprising multiple legal entities to report each relevant entity separately that shows gender pay gap levels across our businesses, which we show on the following pages.



Daniel Dickson

Chief Executive Officer – UK & Ireland
April 2019

1. Our Gender Pay Gap

The Atalian Servest UK group's median gender pay gap is 2.13%, which is significantly below the UK's median gender pay gap of 17.9%*. Our gender pay gap reflects the average paid to men and women across our UK business. It is not a comparison of pay rates for men and women doing work of equal value. While women make up most of our UK workforce and a significant proportion of lower and middle quartiles, more of our most senior (and therefore highest-paid) people are currently male, a factor that influences both our gender pay and bonus gaps.

During 2018 we have seen an increase in some of our business entities where more women have received a bonus in favour of men and demonstrates our efforts towards reducing the gender pay gap but we recognise that there is still more to do as we remain committed to the diversity and inclusion agenda. You can read more about what we are doing to address our gender pay and bonus gaps on page four.

*ONS, Annual Survey of Hours and Earnings: 2018

Summary of the data from each relevant company within the Atalian Servest UK group

Hourly		Amount
Median Pay Gap		2.13%
Mean Gender Pay Gap		14.53%
Bonus		Amount
Median Pay Gap		30.50%
Mean Bonus Gap		85.33%
3.73% of Women received a bonus		
8.58% of Men received a bonus		
Pay Distribution	Men	Women
Upper Quartile	66%	34%
Upper Middle Quartile	46%	54%
Lower Middle Quartile	43%	57%
Lower Quartile	39%	61%

Addressing Our Gender Pay Gap

The primary cause of the gender pay gap is an imbalance of men and women throughout the organisational hierarchy, with people in more senior positions receiving the highest pay.

Our female population is greater than male, and we do not have an equal percentage of women in more senior roles in the upper quartile which has observed a downward trend of 5% for both female and male employees compared to the previous year. As a multi-service facilities management provider with over 24,000 employees, men or women are over represented in different specific roles across our various entities. This is typical of our industry in that there are predominantly more male dominated senior roles with less women coming through into the more senior roles. For example, cleaning roles which provide shift patterns that greater support flexible working tend to be lower paid, are traditionally dominated by women, whilst building services are higher paid and tends to be dominated by men. TUPE is also a key factor in our business seeing contracts transferring between companies and ourselves which is also a contributing factor towards creating this difference.

Flexible Working

Our colleagues, including many of our lower and middle management colleagues, work part-time or flexible hours. We continue to explore different ways which support flexible working which supports a culture encouraging our colleagues to work more flexibly because it helps us attract and retain the best people in the business.

Support and Attract Female Talent

Whilst we previously had an increase in the number of women who occupy business leader roles, we have seen a gradual decline over the past 12 months. This is predominantly due to the changes the organisation has faced, however we continue to remain committed to supporting and attracting female talent with their career development into more senior roles of which we have already begun to see appointments of women moving into more senior roles. This is part of our aspirational target for the representation of women in leadership and management roles along with initiatives designed to support women's development and progression.

Apprenticeships

We have continued to invest and been promoting and continue to develop and expand our apprenticeship Hidden Talent programme to support our colleagues with their development and to achieve their career aspirations. During 2018 we have observed a 2% decline in the number of women on apprenticeship training. This is not indicative of an equal pay issue but due to the proportion and difference in pay across managerial and non-manager roles where women are more represented in the lower and lower middle quartiles.

Maternity, Paternity and Shared Parental Leave Support

We are working to further promoting shared parental leave which means that colleagues can choose how they care for their baby with flexible arrangements. We are currently investigating whether we can support by enhancing this benefit along with raising more awareness and promoting the benefits of shared parental leave which promotes work-life balance along with encouraging and supporting ongoing development towards improving a more balanced representation of our colleagues across all the quartiles.

Pay and Reward

A key part of Atalian Servest's commitment to addressing the gender pay gap will be to undertake a review of its employee value proposition, our attraction and retention across the organisation and its pay, reward and benefits to include a new reward structure. This will support equal pay across the whole of its workforce, create more transparency and encourage salary negotiation by showing salary ranges across all our roles.

2. Divisional Reporting

The Equality Act 2010 (Gender Pay Gap Information) Regulations require organisations comprising more than one legal UK entity to report each relevant UK entity separately.

Atalian Servest Limited

Hourly		Amount
Median Pay Gap		4.21%
Mean Gender Pay Gap		6.30%
Bonus		Amount
Median Pay Gap		33.33%
Mean Bonus Gap		76.72%
1.25% of Women received a bonus		
2.40% of Men received a bonus		
Pay Distribution	Men	Women
Upper Quartile	53.36%	46.64%
Upper Middle Quartile	43.06%	56.94%
Lower Middle Quartile	41.82%	58.18%
Lower Quartile	42.04%	57.96%

Atalian Servest AMK Limited

Hourly	Amount
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Median Pay Gap	44.37%
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Mean Gender Pay Gap	40.04%
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Bonus	Amount
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Median Pay Gap	56.00%
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Mean Bonus Gap	86.81%
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15.16% of Women received a bonus

36.10% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	96.44%	3.56%
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Upper Middle Quartile	96.45%	3.55%
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Lower Middle Quartile	59.76%	40.24%
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Lower Quartile	36.09%	63.91%
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Catering Academy Limited

Hourly	Amount	
Median Pay Gap	12.12%	
Mean Gender Pay Gap	20.08%	
Bonus	Amount	
Median Pay Gap	50.00%	
Mean Bonus Gap	33.39%	
11.76% of Women received a bonus		
10.15% of Men received a bonus		
Pay Distribution	Men	Women
Upper Quartile	52.58%	47.42%
Upper Middle Quartile	22.85%	77.15%
Lower Middle Quartile	16.95%	83.05%
Lower Quartile	6.86%	93.14%

Atalian Servest Food Co Limited

Hourly	Amount
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Median Pay Gap	11.11%
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Mean Gender Pay Gap	11.54%
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Bonus	Amount
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Median Pay Gap	7.20%
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Mean Bonus Gap	38.31%
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3.23% of Women received a bonus

3.11% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	51.29%	48.71%
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Upper Middle Quartile	31.78%	68.22%
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Lower Middle Quartile	23.07%	76.93%
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Lower Quartile	20.10%	79.90%
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Atalian Servest Pest Control Limited

Hourly	Amount
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Median Pay Gap	8.52%
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Mean Gender Pay Gap	9.88%
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Bonus	Amount
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Median Pay Gap	100.00%
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Mean Bonus Gap	100.00%
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0.00% of Women received a bonus

12.50% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	80.00%	20.00%
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Upper Middle Quartile	100.00%	0.00%
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Lower Middle Quartile	70.00%	30.00%
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Lower Quartile	63.64%	36.36%
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Atalian Servest Security Limited

Hourly	Amount
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Median Pay Gap	-3.17%
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Mean Gender Pay Gap	-5.95%
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Bonus	Amount
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Median Pay Gap	20.03%
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Mean Bonus Gap	-16.77%
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3.37% of Women received a bonus

1.90% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	88.26%	11.74%
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Upper Middle Quartile	94.97%	5.03%
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Lower Middle Quartile	90.94%	9.06%
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Lower Quartile	95.97%	4.03%
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Aktrion Manufacturing Support Services Limited

Hourly	Amount
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Median Pay Gap	-17.93%
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Mean Gender Pay Gap	-13.63%
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Bonus	Amount
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Median Pay Gap	-150.00%
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Mean Bonus Gap	-5.30%
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8.60% of Women received a bonus

4.70% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	69.57%	30.43%
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Upper Middle Quartile	81.16%	18.84%
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Lower Middle Quartile	91.30%	8.70%
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Lower Quartile	84.06%	15.94%
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ALPHA Facilities Management Limited

Hourly		Amount	
Median Pay Gap		0.02%	
Mean Gender Pay Gap		0.53%	
Bonus		Amount	
Median Pay Gap		70.8%	
Mean Bonus Gap		74.6%	
1.6% of Women received a bonus			
0.8% of Men received a bonus			
Pay Distribution		Men	Women
Upper Quartile		68.46%	31.54%
Upper Middle Quartile		64.43%	35.57%
Lower Middle Quartile		53.02%	46.98%
Lower Quartile		56.00%	44.00%

Atalian Servest Integrated Solutions Limited

Hourly	Amount
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Median Pay Gap	15.66%
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Mean Gender Pay Gap	16.75%
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Bonus	Amount
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Median Pay Gap	0.0%
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Mean Bonus Gap	64.7%
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26.2% of Women received a bonus

35.8% of Men received a bonus

Pay Distribution	Men	Women
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Upper Quartile	90.29%	9.71%
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Upper Middle Quartile	82.70%	17.30%
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Lower Middle Quartile	70.38%	29.62%
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Lower Quartile	67.16%	32.84%
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Sign Off by Daniel Dickson on the Gender Pay Gap Report

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
April 2019