



Outsourced *Client* Solutions

Gender Pay Report for 2018

OCS Group UK Limited

Introduction

This report provides a breakdown of the gender pay gap for **OCS Group UK Limited**, our only UK entity which employs more than 250 people.

OCS has a long and proud heritage and, now in its fifth generation of family ownership, it remains guided by the shared purpose of the shareholders. We operate with sustainable core values to deliver the desired future. These values are based on sound ethical principles, recognising our responsibilities for our colleagues, the communities in which we operate, and the environment.

We are dedicated to creating a workplace where all employees feel part of the OCS community, are treated fairly and equally, and so can contribute fully to our vision and goals.

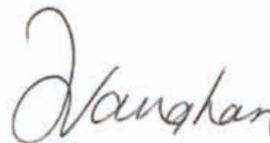
This can be evidenced by the analysis in this gender pay report. Our gender pay gap between male and female colleagues (**10.01% mean, 7.8% median**) is lower than the national median gender pay gap of 8.6% as reported by the Office of National Statistics in October 2018. But we are not complacent. We have undertaken detailed analysis of the data to understand our position, as shown in the report. Our reported gender pay gap includes the impact of the breadth of front-line employee roles we have in the UK business, and the relative proportion of male and female employees within these different roles.

We believe that having a diverse culture generates diversity of thinking, innovation, higher levels of colleague engagement, and ultimately better outcomes for our customers. Whilst we understand our gender pay gap, we are committed to making OCS a more diverse and inclusive organisation, across all our roles.

We confirm that the information included in this report is accurate.



Bob Taylor
Regional CEO – UK, Ireland & Middle East
OCS Group UK Limited



Justine Vaughan
UK Operational HR Director
OCS Group UK Limited

Our gender pay gap

The figures below have been calculated in line with the government regulations and show the mean and median pay gap (based on hourly rates of pay at 5th April 2018) and mean and median bonus gap (based on bonuses paid in the 12 months to 5th April 2018).

Hourly pay

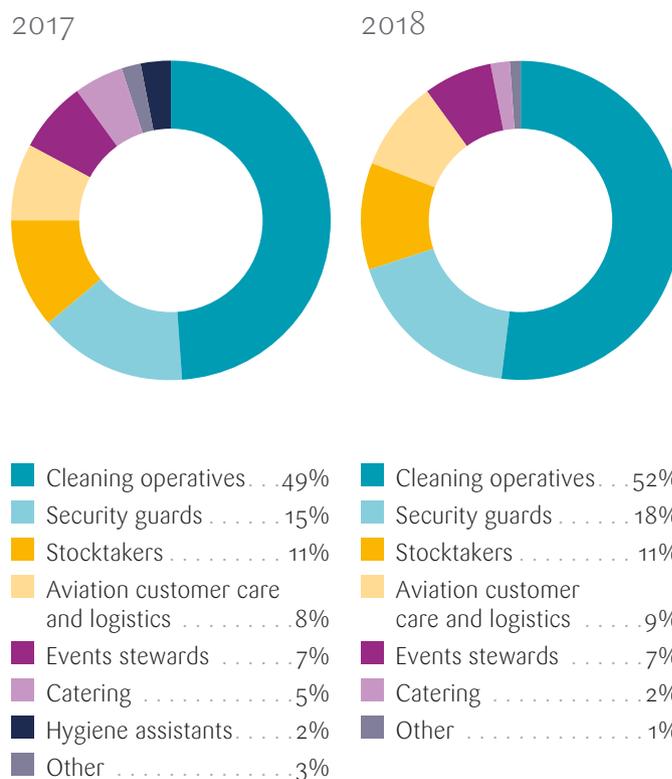
	Mean	Median
Hourly pay gap		
Difference between male and female colleagues	10.01%	7.8%

Like many Facilities Management Service companies, we employ staff in a broad range of front-line roles. Certain roles attract a higher relative percentage of men or women purely because of the nature of the role.

To understand our gender pay position it is therefore vital that we consider the data by looking at our employee base across the roles they perform.

We have carried out more detailed analysis across seven of our largest contracts (representing 13% of our reported population) and have found that the Gender Pay results reduce considerably to a minimal gap across our core services in these contracts

An analysis shows a split of front-line operative roles (excluding managers) at the snapshot date for this reporting (April 2018) as follows:



Our gender pay gap

Hourly pay - continued

In the roles representing more than 80% of our front-line services, we had the following gender splits during 2018:



Cleaners

63% female, 37% male
(52% of total employee base)



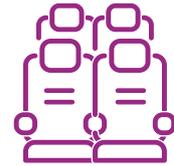
Security Guards

10% female, 90% male
(18% of total employee base)



Stocktakers

22% female, 78% male
(11% of total employee base)



Aviation customer care and logistics

37% female, 63% male
(9% of total employee base)

For certain roles, including security guards and aviation customer care & logistics, the mean wage is higher. We have a higher proportion of male colleagues in these roles which therefore contributes to our reported gender pay gap. A high proportion of our pay rates across our core services, and in particular our cleaning population, are driven by factors such as age brackets across National Minimum Wage thresholds, Living Wage Foundation accredited clients, Unions, allowances etc. These have a significant impact on our reported mean and median hourly pay gaps, given that cleaners represent 52% of our front-line employees, of whom nearly two-thirds are female.

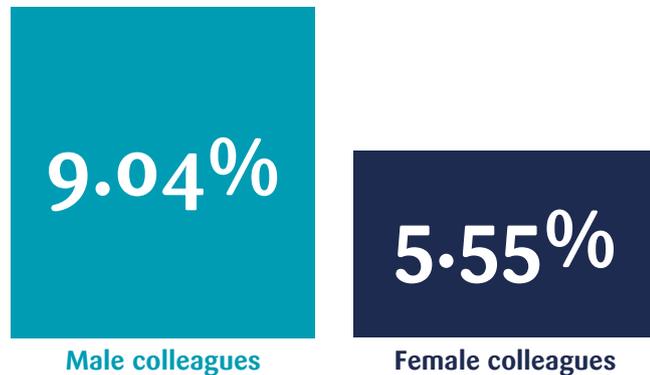
Our gender pay gap

Bonuses

Bonuses are paid under a variety of arrangements, including:

- Senior executive team bonuses
- Operational/contract manager bonuses
- Local bonuses, linked to client service level agreements
- Commission (for some roles)

Proportion of colleagues receiving a bonus



Male colleagues hold a higher proportion of senior and managerial roles in the business which accounts for the higher proportion of male employees eligible for a bonus.

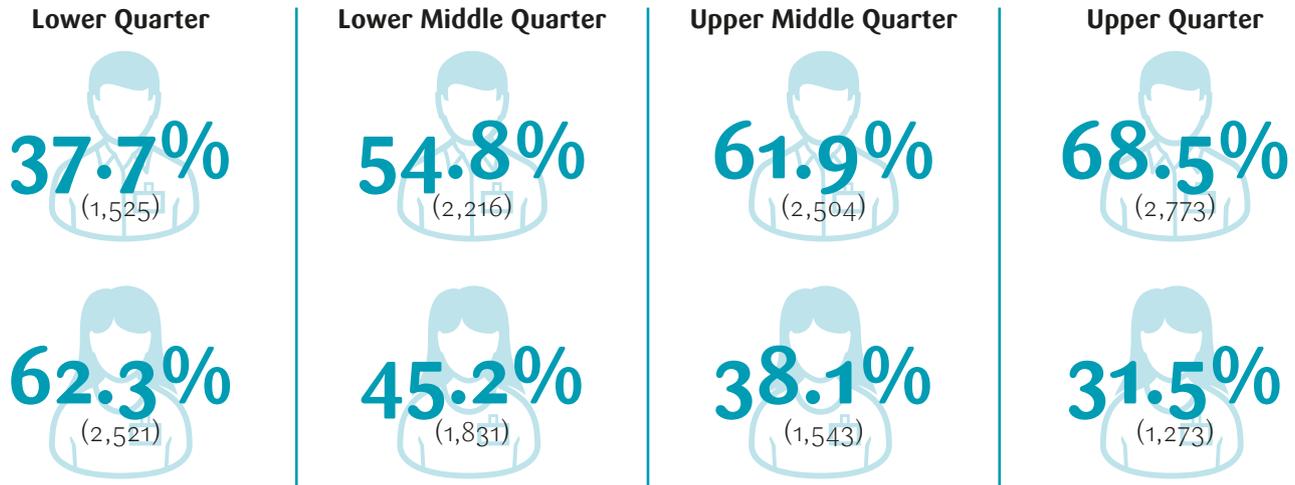
	Mean	Median
Bonus gap		
Difference between male and female colleagues	21.48%	31.20%

In contrast, the mean and median bonus for male colleagues is lower. This is skewed for the effect of the most senior female colleagues who receive bonuses in the business.

Last year, we reported a bonus gap in favour of females, which reflected commission payments in Cannon Hygiene UK, across a mainly female population. The bonus gap figures this year reflect the sale of the Cannon business before the reporting period. Excluding Cannon from last year's report would in fact show a reduction in the bonus gap year on year.

Pay quartiles

Proportion of male and female colleagues in each quartile



Our pay quartile analysis confirms that we have a higher proportion of women in the lower quartile and lower paid roles in our business, such as cleaning.

The pay quartile analysis also though confirms another factor in our gender pay gap. That is, in common with many businesses across the UK, we have a higher proportion of men in our more senior, salaried roles. 75% of the top 100 highest paid positions in the OCS UK business are currently held by male colleagues.

We are committed to addressing gender diversity across OCS, including in more senior positions in our business, starting from the top. Our Regional Executive Team which oversees the UK business now includes 11 senior employees with a gender ratio of 55%:45% men to women. This leadership team continues to consider ways to:

- Encourage talented women to join and build their career in OCS
- Develop front-line managers in our operations, including through our apprenticeship scheme
- Build an inclusive culture which we know is important for both our female and male colleagues to thrive.