

What is OmniServ doing to address its gender pay gap?

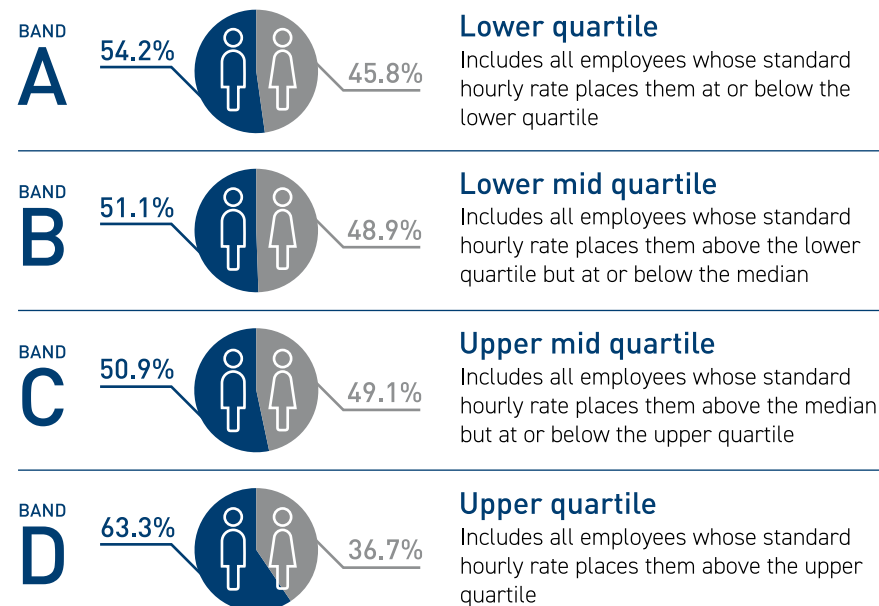
While OmniServ's gender pay gap still largely compares favourably with that of organisations both across the whole UK economy and within the service sector, this is not a subject about which OmniServ is complacent, and it is committed to doing everything that it can to reduce the gap. However, OmniServ also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The gender pay gap compared to the previous year has opened slightly in the upper quartile but this is due to the growth in the business of ground handling operations which is predominantly a male based workforce.


However in the last year the further steps that OmniServ has taken to promote gender diversity in all areas of its workforce include the following:

- ✦ Reviewing the evidence base created to identify barriers to gender equality and inform priorities for action.
- ✦ Reviewing the bonus scheme rules to ensure transparency in award.
- ✦ Reviewing methods of recruitment within the higher management positions to encourage more female applications.

Pay quartiles by gender



This is its report for the snapshot date of 5 April 2018

| | Pay Gap | | Bonus Payment | |
|---|---------|--------|---------------|--------|
| | Mean | Median | Mean | Median |
|  OMNISERV An ABM Company | 4.8% | 5.4% | 40.2% | 0% |

The proportion of male employees in OmniServ receiving a bonus is 8.6% and the proportion of female employees receiving a bonus is 6.1%.