



OCS GENDER PAY GAP REPORT.

Snapshot Date: 5th April 2023

WEARE OCS

2023 was a busy year for OCS in the UK, following the merger between OCS and Atalian Servest.

At OCS, Diversity, equity, and inclusion (DE&I) intertwine with our TRUE Values, ethos and approach. In the UK, we employ over 50,000 individuals speaking multiple languages and representing many cultures, religions and beliefs. The importance of an inclusive, non-discriminatory approach cannot be overstated. It's a minimum expectation for a global enterprise striving to become the best in its field. We have a unique opportunity and responsibility to acknowledge, respect, and leverage the richness of human differences and perspectives of our extensive team, operating across different countries and cultures.

We're taking a thorough but straightforward approach to DE&I, rooted in our commitment to respecting and including everyone as we continue to listen, learn, and lead in creating an inclusive and respectful work environment for all. We are proud to have recently launched our internal DE&I platform, CHROMA – the home of our colleague led networks which aim to drive positive change across all areas of our business. Our network champions initiative and share ideas with the business to continue our evolving journey on gender.

OCS is a diverse business consisting of multiple business units and legal entities. This report details the Gender Pay data within the group for each legal entity with 250 colleagues or more. OCS UK&I Limited is our largest legal entity and we are really pleased to confirm that this entity reported a 0% median pay gap for 2023.

Across our business, we understand there is still work to be done and we will continue to review, challenge and improve our processes through 2024 to grow a culture of inclusion and further embed gender pay equality.

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

To be clear, reporting on the gender pay gap reflects the difference between average pay of men and women across the UK – it is not a comparison of pay rates for men and women doing like for like work.

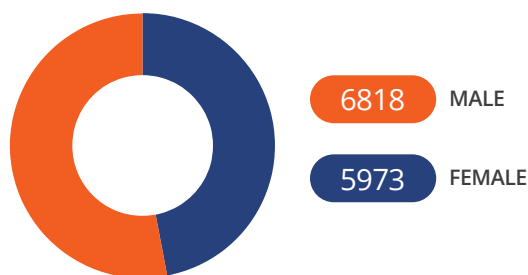
The Gender Pay Gap legislation requires UK employers with 250 employees or more to produce and report a Gender Pay Gap Report each year. The Atalian Servest group has seven legal entities within the UK which employ 250 or more employees and their reports are set out below.

The information provided within this report has been calculated as required by the Gender Pay Gap legislation and using a “snapshot date” of 5 April 2022.

When we refer to “Median Gender Pay Gap” or “Median Gender Bonus Gap” in this report we mean the difference in the middle points of either pay or bonus ranges. Essentially if we listed all men and women’s pay or bonus in order of value, the “median gap” is the difference between the middle male and middle female’s pay or bonus, expressed as a percentage of the male’s pay or bonus.

When we refer to “Mean Gender Pay Gap” or “Mean Gender Bonus Gap” in this report things are a bit simpler. This means the difference between the average hourly pay or bonus payment(s) for women compared to men, expressed as a percentage of the male’s pay or bonus.

Relevant Pay Employees



Male Average
Hourly Rate:
£12.87

Female Average
Hourly Rate:
£12.36

Total Pay

MALE

FEMALE

Upper:	54.8%	45.2%
Upper Middle:	62.9%	37.1%
Lower Middle:	53.9%	46.1%
Lower:	41.6%	58.4%

Mean Gender Pay Gap: **4.0%**

Median Gender Pay Gap: **4.2%**

Bonus Information

MALE

Male Mean:	£4,040.37
Male Median:	£1,872.00
No of Males Received Bonus:	31.5%

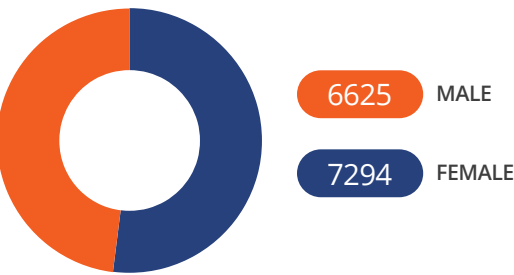
FEMALE

Female Mean:	£2,859.39
Female Median:	£866.65
No of Females Received Bonus:	12.5%

Mean Bonus Gap: **29.2%**

Median Bonus Gap: **53.7%**

Relevant Pay Employees



Male Average
Hourly Rate:
£12.05

Female Average
Hourly Rate:
£11.14

Total Pay

MALE

FEMALE

Upper:	55.6%	44.4%
Upper Middle:	45.0%	55.0%
Lower Middle:	49.3%	50.7%
Lower:	40.5%	59.5%

Mean Gender Pay Gap:	7.6%
Median Gender Pay Gap:	0.0%

Bonus Information

MALE

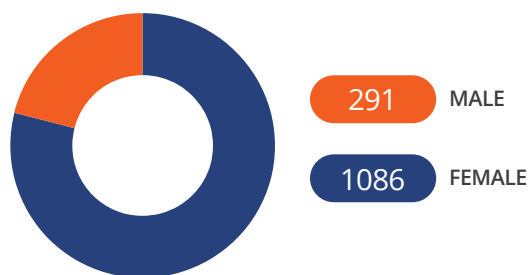
Male Mean:	£4,675.09
Male Median:	£500.00
No of Males Received Bonus:	2.4%

FEMALE

Female Mean:	£2,387.90
Female Median:	£412.55
No of Females Received Bonus:	1.6%

Mean Bonus Gap:	0.49%
Median Bonus Gap:	0.17%

Relevant Pay Employees



Male Average
Hourly Rate:
£13.23

Female Average
Hourly Rate:
£11.30

Total Pay

	MALE	FEMALE
Upper:	45.1%	54.9%
Upper Middle:	17.7%	82.3%
Lower Middle:	15.7%	84.3%
Lower:	6.1%	93.9%

Mean Gender Pay Gap:	14.6%
Median Gender Pay Gap:	16.6%

Bonus Information

MALE

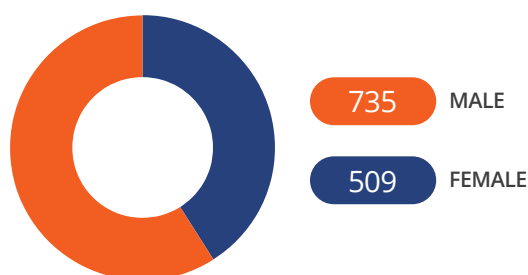
Male Mean:	£450.00
Male Median:	£300.00
No of Males Received Bonus:	1.3%

FEMALE

Female Mean:	£283.75
Female Median:	£100.00
No of Females Received Bonus:	1.7%

Mean Bonus Gap:	0.37%
Median Bonus Gap:	0.67%

Relevant Pay Employees



Male Average
Hourly Rate:
£13.50

Female Average
Hourly Rate:
£12.32

Total Pay

MALE

FEMALE

Upper:	76.8%	23.2%
Upper Middle:	68.5%	31.5%
Lower Middle:	37.9%	62.1%
Lower:	53.1%	46.9%

Mean Gender Pay Gap: **8.7%**

Median Gender Pay Gap: **9.3%**

Bonus Information

MALE

Male Mean:	£490.06
Male Median:	£500.00
No of Males Received Bonus:	27.9%

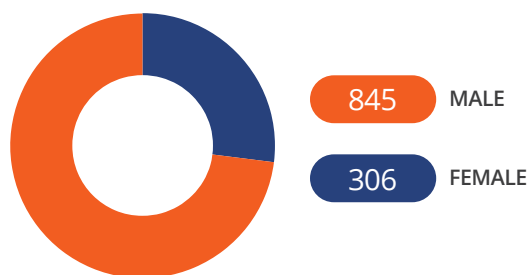
FEMALE

Female Mean:	£421.62
Female Median:	£500.00
No of Females Received Bonus:	9.7%

Mean Bonus Gap: **0.14%**

Median Bonus Gap: **0.00%**

Relevant Pay Employees



Male Average
Hourly Rate:
£18.43

Female Average
Hourly Rate:
£12.49

Total Pay

	MALE	FEMALE
Upper:	96.9%	3.1%
Upper Middle:	92.4%	7.6%
Lower Middle:	66.7%	33.3%
Lower:	37.8%	62.2%

Mean Gender Pay Gap:	32.2%
Median Gender Pay Gap:	38.6%

Bonus Information

MALE

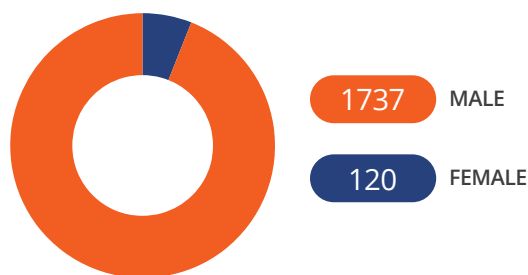
Male Mean:	£960.28
Male Median:	£399.90
No of Males Received Bonus:	7.4%

FEMALE

Female Mean:	£882.86
Female Median:	£500.00
No of Females Received Bonus:	1.9%

Mean Bonus Gap:	0.08%
Median Bonus Gap:	-0.25%

Relevant Pay Employees



Male Average
Hourly Rate:
£15.93

Female Average
Hourly Rate:
£15.08

Total Pay

MALE

FEMALE

Upper:	94.8%	5.2%
Upper Middle:	95.9%	4.1%
Lower Middle:	93.3%	6.7%
Lower:	90.1%	9.9%

Mean Gender Pay Gap: 5.3%

Median Gender Pay Gap: 8.6%

Bonus Information

MALE

Male Mean:	£715.89
Male Median:	£477.09
No of Males Received Bonus:	5.3%

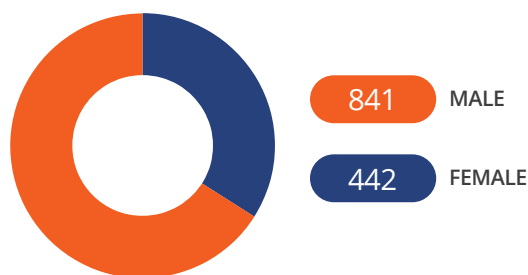
FEMALE

Female Mean:	£816.85
Female Median:	£378.58
No of Females Received Bonus:	7.3%

Mean Bonus Gap: -0.14%

Median Bonus Gap: 0.21%

Relevant Pay Employees



Male Average
Hourly Rate:
£14.76

Female Average
Hourly Rate:
£13.52

Total Pay

	MALE	FEMALE
Upper:	70.4%	29.6%
Upper Middle:	73.8%	26.2%
Lower Middle:	67.8%	32.2%
Lower:	50.2%	49.8%

Mean Gender Pay Gap:	8.4%
Median Gender Pay Gap:	8.4%

Bonus Information

MALE

Male Mean:	£602.98
Male Median:	£300.00
No of Males Received Bonus:	21.1%

FEMALE

Female Mean:	£677.99
Female Median:	£300.00
No of Females Received Bonus:	18.5%

Mean Bonus Gap:	-0.12%
Median Bonus Gap:	0.00%