

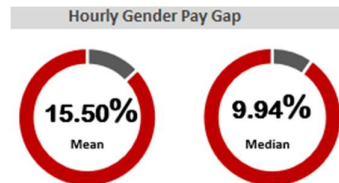


Arcus FM Limited Gender Pay Gap Report 2023

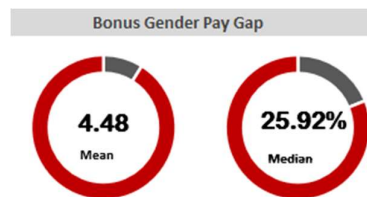
Arcus FM Limited (Arcus FM) is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5 April 2023.

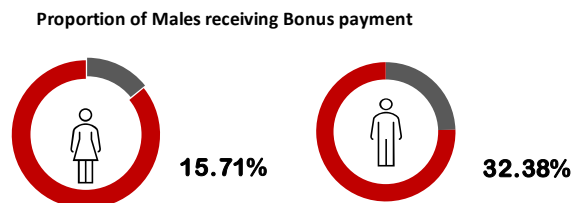
- The mean gender pay gap for Arcus FM is 15.50%
- The median gender pay gap for Arcus FM is 9.94%



- The mean gender bonus gap for Arcus FM is 4.48%
- The median gender bonus gap for Arcus FM is 25.92%



- The proportion of male colleagues in Arcus FM receiving a bonus is 32.38% and the proportion of female colleagues receiving a bonus is 15.71%.



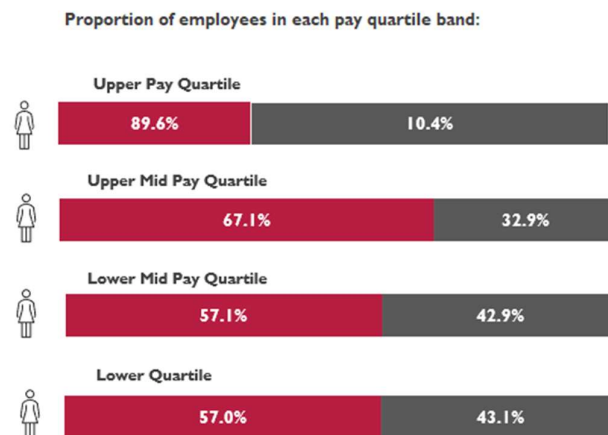
The figures set out above and below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Pay quartiles by gender

Band	Males	Females	Description
A	56.95%	43.05%	Includes all colleagues whose standard hourly rate places them in the lower quartile
B	57.09%	42.91%	Includes all colleagues whose standard hourly rate places them in the lower middle quartile
C	67.11%	32.89%	Includes all colleagues whose standard hourly rate places them in the upper middle quartile
D	89.57%	10.43%	Includes all colleagues whose standard hourly rate places them in the upper quartile

Proportion of employees in each quartile:



What are the underlying causes of Arcus FM's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Arcus FM is committed to the principle of equal opportunities and equal treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying colleagues equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:



- carry out pay and benefits reviews at regular intervals;
- have a robust job evaluation tool to ensure roles are evaluated on job content alone
- evaluate job roles and pay grades as necessary to ensure a fair structure.

Arcus FM is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the types of roles in the organisation that attract predominantly males.

The professions where we employ have a bias toward men, where the talent pool is not equally split between males and females. Inherently there has been a socio demographic of males gravitating toward engineering, with a male dominant STEM ratio of 70/30. Engineering within STEM has a higher disparity ratio of 90/100 where the engineering community is 10% female represented. As a result the proportion in higher positions would be male.

How does Arcus FM's gender pay gap compare with that of other organisations?

The majority of organisations currently have a gender pay gap. Reassured that our gap is typical of other org and industry and we doing best to correct it.

What is Arcus FM doing to address its gender pay gap?

While Arcus FM's mean gender pay gap compares favourably with that of organisations across the whole UK economy, it is recognised that this position requires continual improvement and we need to sustain our efforts to reduce this gap. The organisation also recognises that in a significantly large proportion of roles their recruitment is influenced by the disproportionate males in our talent pool.

We understand and will always comply with our statutory obligations which are to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. However, we also recognise the value that a flourishing and diverse workforce brings to our customers and our business. We will therefore work beyond the minimum standard set by UK legislation. Our vision is:

‘To create a diverse workforce and an inclusive workplace culture where every Arcus colleague feels included, that they can be themselves and they can achieve their full potential.’

To create this vision, we have refreshed our ED&I strategy for 2023-28. Our first step is to first understand the challenges at Arcus so we can establish where to place our focus. This will then enable us to implement action areas to drive the changes that we need, which we will monitor and continuously improve as required. We will do this with the support of our Chief Commercial Officer as the executive level sponsor of Arcus' Equality, Diversity and Inclusion strategy.

The four action areas required to help us realise our vision identified below will support and drive this strategy.

- **Identify our EDI improvement areas.** To measure progress, we will understand the starting point in our EDI journey and use this to inform the areas we need to prioritise. Data will be collected against the nine protected characteristics, the Sustainable Facilities Management Index (SFMI) and the National Themes, Outcomes, Measures (TOMs) social value measurement framework.



- **Review policy and procedures** to support the EDI strategy. We will continue to meet our statutory responsibilities and ensure we are always mindful of and compliant with UK legislation, primarily the Equality Act 2010. We will ensure that Arcus' policies and procedures support everyone's right to be treated fairly and do not discriminate against any of the protected characteristics.
- **Ensure an inclusive environment.** As an inclusive employer we aspire to create a workplace environment which our colleagues describe as open, inclusive and where everyone feels valued, respected and recognised. To this end we will engage all our colleagues in our EDI strategy and aspirations and provide progress updates. We will issue regular EDI themed communications which educate and celebrate our differences.
- **Increase our workforce diversity.** As an inclusive employer we will aim to increase diversity within our colleague population by attracting and retaining a diverse workforce. We will also increase diversity within targeted groups of current colleagues as identified within our priority improvement areas.

In addition to this we will continue our current investments including:

- Sponsorship Programmes which are open to all colleagues wishing to apply for funding for additional external qualifications, Apprenticeships, or training to support career development
- A commitment to review and assess all nominations for internal talent programmes.
- The annual celebration and external promotion of the outstanding achievements made by our female colleagues linked to International Women's Day
- Encouraging female applicants through their visual representation in under-represented roles on the company's Career website and other marketing materials, and focused talent attraction.

The challenge of the gender pay gap is complex. With these progressive initiatives to work towards eliminating the gender pay gap it is anticipated that sound inroads of progress will be made. The Diversity and Inclusion Strategy 2023-2028 is a live plan that will be reviewed every two years with required updates. It may be several years before the full impact is clearly evident. In the meantime, Arcus FM is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap.

I, Chris Green, Chief Executive Officer confirm that the information in this statement is accurate.

Signed

Date: 22nd March 2024