



BGIS - Gender Pay Gap Employer Statement

ABOUT BGIS

BGIS is a global leader in integrated facility management services. Offering a full range of facility and real estate management services. At BGIS, our values are at the core of everything we do. The ground-breaking work we deliver wouldn't be possible without our talented and dedicated team of individuals. Our Managing Director APAC, Dana Nelson, joined BGIS in 2019 and she proudly leads a team of 2,000 people. Through her leadership we strive to enable an environment driven by equality.

Our Commitment

BGIS is committed to providing a culture that fosters diversity and inclusion across all levels of the business. We will achieve this through eliminating stigmas and limitations, and creating a culture of inclusion through the promotion of education, awareness and mutual understanding. Each and every one of us takes responsibility for fostering a culture of diversity and inclusion, and demonstrating behaviours consistent with our strategy.

Our Gender Diversity committee focuses on ensuring Gender balance through inclusive attraction and employee experience.

The committee goals are to:

- Create gender balance in application receipt and ultimately gender balance in all departments of BGIS
- Create gender balance in all seniority levels of BGIS to ensure optimum performance of BGIS
- Empower employees to have work/life balance to ensure high levels of employee engagement and to retain the best talent from all genders
- Continually evolve as a best practice workplace to retain the best talent
- Create a consistently inclusive culture across all areas of BGIS and allow for diversity of thought to drive optimum performance of BGIS

Initiatives

- **Work180:** We partner with Work180 and have seen significant improvements in our gender fair workplace practices. By making small, sustained changes across the business, we have moved from the bottom third of benchmarked employers to the top 15% in just three years. We are now categorized as a market leader in "Inclusive & anti-discriminatory culture" and are close to becoming a market leader in "Inclusive hiring practices."
- **Global Women of BGIS Committee:** This committee champions the advancement of women within BGIS, providing support and mentorship opportunities.
- **Volunteering:** We actively support organizations that empower women, including volunteering with Habitat for Humanity and partnering with Dress for Success.
- **Sponsorships:** We invest in the future of women in STEM through scholarships with RMIT and UNSW, and we are committed to increasing the number of women in our trades business, with 20% of our current apprentices being female.
- **Workplace Amenities:** We provide practical support for working parents, including a breastfeeding room at our head office.

Our Results

While our overall gender pay gap of 16.4% is significantly lower than the industry average of 32.7%, we are not complacent - we are committed to closing this gap. We're proud to work towards equity in all levels of our workforce, and we can proudly say that 42% of our management personnel are women, compared to the industry average of 29%. Further BGIS' governing body includes an equal split of 50% women and men.

	Your organisation	Industry Comparison
Average (mean) total remuneration	16.4%	32.7%
Median total remuneration	22.1%	39.7%
Average (mean) base salary	12.8%	30.0%
Median base salary	15.8%	34.6%

Our Future

We are constantly working to improve our gender equality outcomes. Our key priorities for the future include:

- Closing the gender pay gap
- Increasing the number of women in our trades business
- Implementing unconscious bias training
- Expanding our flexible work arrangements and parental leave policies
- Continuing to partner with organizations like Work180 and Dress for Success

Conclusion

BGIS maintains an overall commitment to fostering an inclusive and equitable workplace where everyone has the opportunity to thrive, regardless of gender. We are proud of our progress, but we look forward to our continued progress in this space and maintaining our status as a leader in gender equality.



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