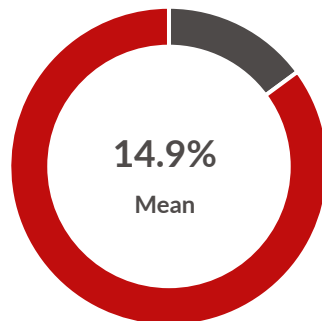


ARCUS FM LIMITED GENDER PAY GAP REPORT 2024

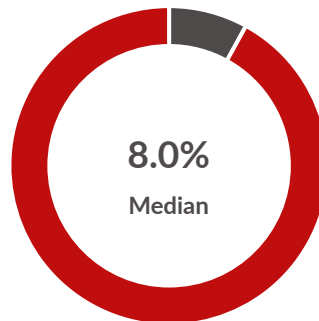
Arcus FM Limited (Arcus FM) is required by law to publish an annual gender pay gap report.

This is the report for the snapshot date of 5 April 2024.

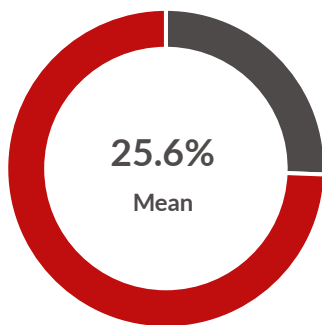
The mean gender pay gap for Arcus FM is 14.9%



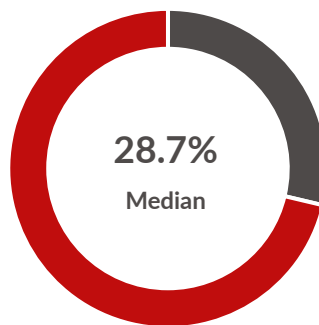
The median gender pay gap for Arcus FM is 8.0%



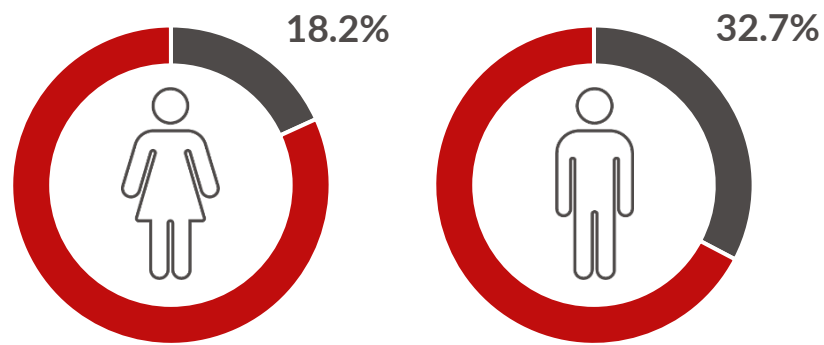
The mean gender bonus gap for Arcus FM is 25.6%



The median gender bonus gap for Arcus FM is 28.7%

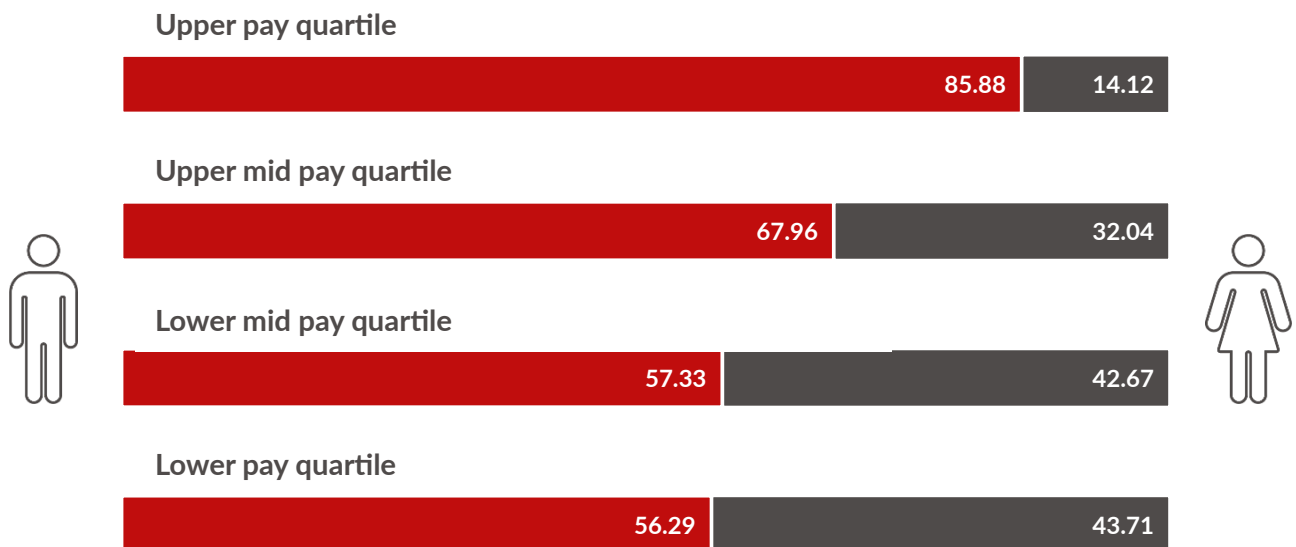


The proportion of male colleagues in Arcus FM receiving a bonus is 32.7% and the proportion of female colleagues receiving a bonus is 18.2%.



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 QUANTILES BY GENDER



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 equal opportunities and fair treatment for all colleagues, regardless of sex, race, religion or belief, age, marriage or civil partnership status, pregnancy or maternity, sexual orientation, gender reassignment, or disability.

We have a clear policy to ensure that colleagues receive equal pay for the same or equivalent work, irrespective of any protected characteristic. To maintain fairness, we:

- Conduct regular pay and benefits reviews,
- Using a robust job evaluation tool to assess roles based solely on job content,
- Review job roles and pay grades as needed to ensure a fair and structured approach.

Our gender pay gap is not a result of unequal pay but reflects the types of roles that attract predominantly male applicants.

Across the UK, women remain underrepresented in engineering and technology roles, accounting for just 15.7% of the workforce in 2023. As a business with a strong engineering focus, this national trend is reflected in our workforce. As of January 2025, just seven out of 789 specialist mobile engineers at Arcus FM were female or identified as female.

This gender imbalance means that a higher proportion of senior technical roles are held by men, which impacts our overall gender pay gap. While we cannot change industry-wide trends overnight, we are focused on increasing opportunities for women in engineering and creating an inclusive, supportive environment for all colleagues.

HOW DOES ARCUS FM'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

The majority of organisations have a gender pay gap, and we are reassured that our gap is typical of others in our industry. We are taking active steps to correct it.

WHAT IS ARCUS FM DOING TO ADDRESS ITS GENDER PAY GAP?

Arcus FM's mean gender pay gap compares favourably with organisations across the UK economy. However, we recognise that there is always room for improvement, and we remain committed to sustaining efforts to reduce this gap over time.

A key factor influencing recruitment is the disproportionate number of male applicants in our talent pool, particularly in engineering roles. While this reflects wider industry trends, we are focused on creating more opportunities for women in facilities management.

We fully comply with our statutory obligations under the Equality Act 2010, ensuring that unlawful discrimination, harassment, and victimisation have no place at Arcus FM. But we go

further than compliance - we actively work to build a diverse and inclusive workforce, recognising the value this brings to our colleagues, customers, and business.

Our EDI strategy for 2023-28 is publicly available on our website, outlining our commitment to creating a diverse workforce and an inclusive workplace where every colleague feels valued, can be themselves, and has the opportunity to reach their full potential.

The first step in delivering this strategy is to understand the challenges within Arcus, helping us focus on the areas that need the most improvement. From there, we will implement targeted actions, monitor progress, and continuously evolve our approach.

This work is supported by our Chief Commercial Officer, who sponsors our EDI strategy at an executive level, ensuring that equality, diversity, and inclusion remain a priority across the business.

We have four action areas to help us realise our vision and will support and drive this strategy.

- 1. 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.
- 2. 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's policies and procedures support everyone's right to be treated fairly and do not discriminate against any of the protected characteristics.
- 3. Ensure an inclusive environment.** As an inclusive employer, we aspire to create a workplace environment that our colleagues describe as open and inclusive, 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 that educate and celebrate our differences.
- 4. 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.

Since our last Gender Pay Gap review, we have made positive progress, increasing our female headcount by 73, with 16 more women now in senior positions. In mobile engineering, 33% of our female engineers have been promoted since January 2024, reflecting our commitment to supporting career progression.

To benchmark ourselves against other organisations, we recently completed our first accreditation for the Inclusive Employer Standard and were pleased to achieve a Silver award,

along with valuable feedback on areas for improvement. We are committed to building on this progress and continuing to drive meaningful change.

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.
- Celebrating and promoting our female colleagues through our communications, including International Women's Day and International Women in Engineering 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.
- Continue to promote and support our newly set up special interest group 'Women at Arcus' to ensure women's voices are heard across the business, to include the creation and review of policies such as our Sexual Harassment policy, flexible working policy, etc.
- Showcase our technical roles to current colleagues, including our female colleagues, by hosting 'tater days' in shutters and gates engineering and building fabric engineering.
- Communicate on our newly created entry-level opportunities (Traineeships) in Shutters and Gates engineering, and Building Fabric engineering, which will give interested colleagues the opportunity to move into these technical roles.

The gender pay gap is a complex challenge, but we are confident that our ongoing initiatives will drive meaningful progress. Our Diversity and Inclusion Strategy 2023-2028 is a live plan, reviewed every two years to ensure it remains relevant and effective. While the full impact may take time, we remain committed to transparency and continuous improvement.

Arcus FM will continue to report annually on the steps we are taking to reduce the gender pay gap, ensuring accountability and sustained progress toward a more inclusive and equitable workplace.

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

Signed



Date: 22 March 2025