



momentumsupport

An ABM Company



Gender Pay Gap Report December 2022

Please note that this report was issued prior to our rebrand to ABM and therefore reference's Momentum Support throughout.

Maybin Support Services (Ireland) Limited Trading as Momentum Support, an ABM Company (Reg No IE091300)

ABOUT MOMENTUM SUPPORT

Momentum Support, a leading provider of outsourced security and facility services in Ireland, has joined ABM in April 2022, one of the world's largest providers of integrated facility services, and a driving force for a cleaner, healthier, and more sustainable world.

Based in the United States, ABM provides essential facility, infrastructure, mobility, and parking solutions across a wide range of industries – from commercial office buildings to airports, hospitals, data centres, manufacturing plants, distribution centres, and more.

The combination of Momentum Support with ABM creates a stronger facilities services company with greater scale and efficiencies to meet the evolving needs of clients across Ireland.

AWARDS

- **The Green Award**
Northern Ireland Cleaning Awards
- **Business Working Responsibly Mark**
- **ISO 14001:2015 Environmental Management System**
- **2022 Winner**
Sustainability Best Practice
- European Cleaning Awards
- **2020 Winner**
Socially Conscious Business
British & Irish Trade Alliance (BITA)

Our Soft FM Services:



DAILY
CLEANING



DAILY
JANITORIAL



WINDOW
CLEANING



DEEP
CLEANING

Our Hard FM Services:



PLUMBING



AIR
CONDITIONING



LIGHTING



FIRE
SAFETY

Our Security Services



MOBILE
PATROLS



CAR PARK
MANAGEMENT



STATIC
GUARDING



REMOTE
MONITORING

For more information, visit www.momentumsupport.eu or www.abm.co.uk



Alana Dunican
HR Director

Foreword from the HR Director – Alana Dunican

Momentum Support is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. A diverse and inclusive workplace is of the utmost importance to us. Everyone, regardless of who they are or what role they have in the business is equally involved and valued in the workplace. We endeavour to build a culture that values openness, fairness, and transparency.

Now, as part of ABM, we join a company with more than 110 years of history and experience that embraces its role in taking care of people, places and spaces in ways that are ethical, responsible, and inclusive; and cultivating a culture where team members feel seen, heard, valued, and can grow their careers in a safe, respectful, and supportive environment,

We are pleased to report that our gender pay gaps are very low. Our mean pay gap is 3.9% and our median pay gap is 1.7%.

We know that we can't stop working hard on gender diversity. We can still go further, and we will continue to develop initiatives to drive down the gender pay gap further.

We will continue to embrace a culture of continuous improvement to build a better work environment for our employees and to provide exceptional service to our clients.

In this report, we set out our gender pay gap statistics for Momentum Support for the reporting period (2021/ 2022) and explain the reasons for our gaps and set out what measures our company will be taking to try to reduce them.

Employees



1291
Female



589
Male

About the Gender Pay Gap Report

For the first time in Ireland, all companies with 250 or more employees must now report their gender pay gaps. We welcome this new legislation and support its important objective of greater workplace gender equality in Ireland.

We chose the 'snapshot' date of the 15th of June 2022 to gather our data. The remuneration data on the 15th of June 2022, is the data we used in the calculations for this report and reflects employees' remuneration for the 12-month period that precedes the snapshot date.

1,880 employees are included in the data from operative roles to senior leadership roles.

1,291 employees are female, and 589 employees are male. This is Momentum Support's first gender pay gap report and it will now be produced annually in line with legislative requirements.

The data collected is in relation to Maybin Support Services (Ireland) Limited (Reg No IE091300) and does not include our other business entities (Momentum Property Support Services Limited (Reg No IE420487) and Momentum Support Limited (Reg No NI058499).

Differences between Gender Pay Gap and Equal Pay

Gender Pay Gap vs Equal Pay

The gender pay gap is not the same as equal pay. The two concepts are very different.

Gender Pay Gap

The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps do not take into account the fact that the "average" men and women may be doing very different roles.

Equal Pay

Equal pay is about ensuring that men and women doing the same work, or work that is of equal value, will receive the same pay.

THE DATA

What are our Gender Pay Gap Figures for 2022?

Our figures as at
15th June 2022

Mean gender pay gap	3.9%
Median gender pay gap	1.7%
Mean gender pay gap – part time	0.2%
Median gender pay gap – part time	1.8%
Mean gender pay gap – temporary	n/a
Median gender pay gap – temporary	n/a
Mean bonus gap	23.1%
Median bonus gap	-17.3%
Proportion of men receiving a bonus	3.7%
Proportion of women receiving a bonus	2.8%
Proportion of men receiving a BIK	1.2%
Proportion of women receiving a BIK	0.9%
Lower quartile (percentage women / men)	77.0% / 23.0%
Lower-mid quartile (percentage women / men)	69.1% / 30.9%
Upper-mid quartile (percentage women / men)	64.5% / 35.5%
Upper quartile (percentage women / men)	64.0% / 36.0%

All pay gaps are calculated by working out hourly rates for each employee, using everything each was paid (pay and bonus) during the period 16 June 2021 to 15 June 2022 (and according to particular definitions contained within the legislation). Bonus statistics are calculated using the amount that an individual received in bonus alone during that same period (and, again, according to a particular definition contained within the legislation).

Means are calculated for each gender by adding up all hourly rates (or bonus) and dividing by how many there are. They can be distorted by higher earners.

Medians are calculated by lining each gender in order of hourly rate (or bonus) and finding the man and woman in the middle of the line. Because of this different methodology, median figures are not distorted by higher earners.

Pay and bonus gaps are calculated by comparing mean or median pay or bonus for women against men. Where gaps are above zero, this shows that the mean or median woman receives less than the mean or median man. Where figures are negative (below zero), this shows that the mean or median woman receives more than the mean or median man.

Pay gaps are calculated from all employees, but bonus gaps are calculated from only those that received a bonus. We are also required to publish pay gaps by looking at just part time employee and just temporary employees. These can only be calculated if there are at least one of each gender on the snapshot date; we did not have enough temporary employees on the snapshot date and so that is why we are unable to calculate pay gaps for temporary employees.

BIK – Benefits in Kind is any non-cash benefit of an estimated monetary value

THE DATA

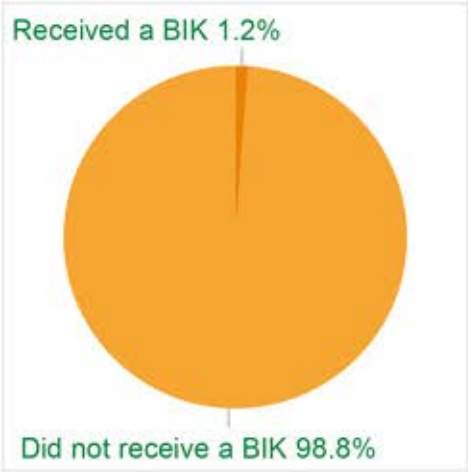
The **proportions statistics** are calculated by finding the number of each gender that received a bonus or benefit in kind (a non cash benefit) and dividing this by the total number of employees of that gender.

Quartile statistics are calculated by lining up the entire workforce in order of hourly rate, then splitting that line into four equal sized quarters and calculating the proportion of men and women within each quarter.

Proportion of men receiving a bonus



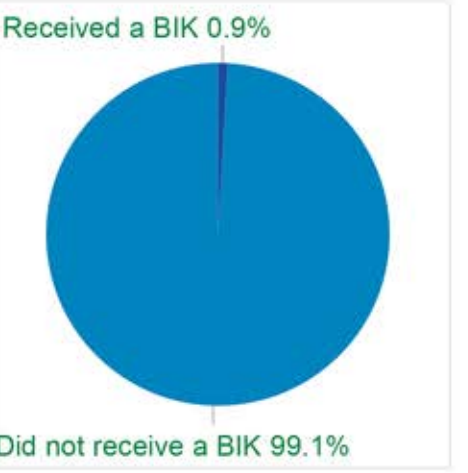
Proportion of men receiving a BIK



Proportion of women receiving a bonus

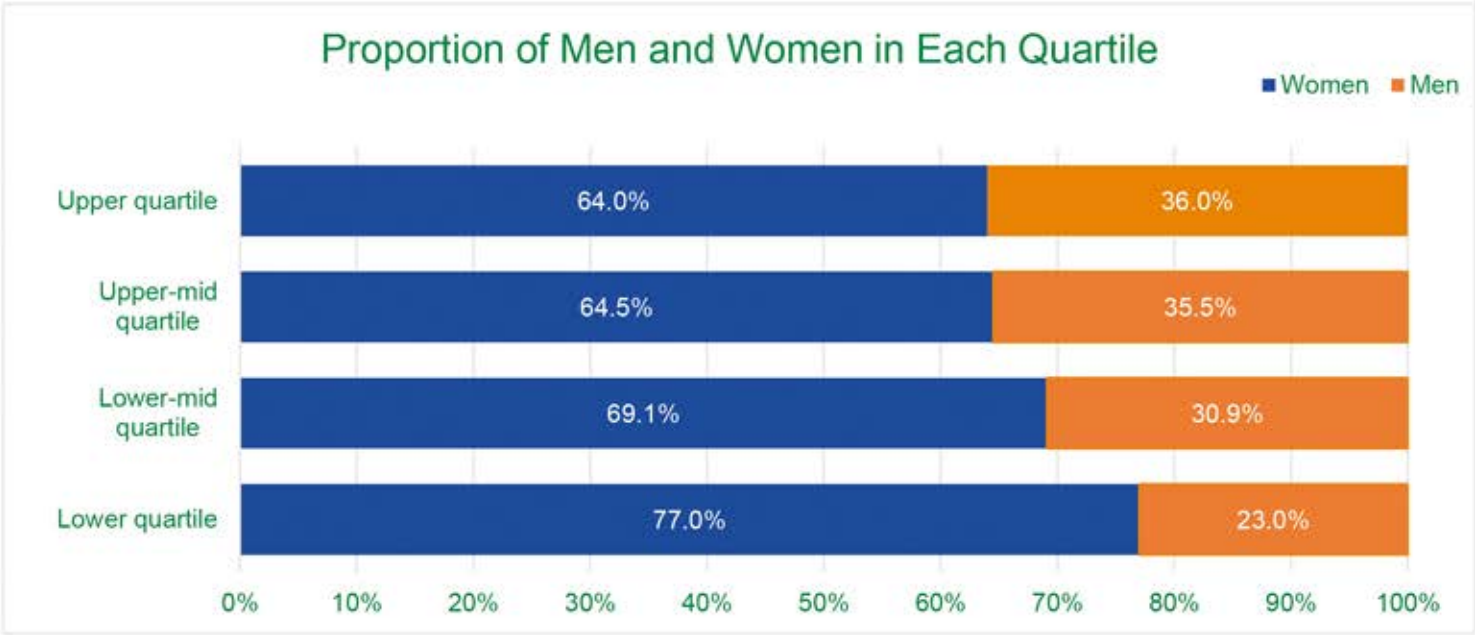


Proportion of women receiving a BIK



THE DATA

What are our Gender Pay Gap Figures for 2022?



Reasons for our gender pay gaps

Reasons

The reason we have such low gender pay gap is because of our workforce profile – 87% of our employees work in operative roles and primarily in cleaning operative roles.

Although our cleaning operatives work in different client sites, the hourly pay and conditions for these employees is very similar, with any differences in the rates of pay being as a result of client contractual obligations or a transfer of undertakings (also known as TUPE) on the award of new contracts.

We pay in line with the Contract Cleaning Employment Regulation Order (ERO). The Employment Regulation Order (ERO) fixes the statutory minimum rates of pay and other conditions of employment for workers employed in the contract cleaning industry.

Having such a large group of employees paid identically is the main reason why our gender pay gap is very low.

Our very low mean pay gap of 3.9% and median pay gap of 1.7% are caused by a small demographic imbalance. Our workforce is 69% women, but a slightly larger proportion (70%) of cleaning operative roles are held by women. Because cleaning operative roles are the largest proportion of our workforce, this affects our gaps.

At the same time, and relative to the overall workplace, men are marginally overrepresented in management and head office roles.

Some of these roles held by men include some of the more senior roles in the organisation with higher rates of pay applicable to their role and responsibilities and this influences the mean pay gap.

Measures to reduce our gender pay gaps

We have identified some measures to help with lowering our gender pay gap. However, these may take time to embed before a shift in the gender pay gap is apparent.

1. Diversity, Equity & Inclusion

We are fully committed to Diversity, Equity, and Inclusion (DE&I) in our organisation and as part of ABM, which works to integrate responsible and community-minded business practices into and within operations and commits to standards to create value and support the long-term success of our business, shareholders, employees, and clients.

On May 20th, 2021, Business in the Community Ireland launched “Elevate”, a new pledge for businesses to build more inclusive workplaces. Momentum Support became one of the signatory companies.

The ultimate ambition of this initiative is for a workforce that is representative of all members of Irish society. By signing this initiative, Momentum Support can demonstrate our commitment to building a truly inclusive workplace, supporting the broader values of inclusion, equality, and opportunity in Irish society.

ABM has continued to evolve its DE&I strategy toward driving meaningful growth across its workforce and business. In recent years, with the support of the ABM Board of Directors and executive-level management, the Company established a new Senior Vice President of Culture and Communications, a dedicated leader of DE&I strategy, and a new company-wide Culture and Inclusion Leadership Council, guided by team members.

In 2022, the Culture and Inclusion Leadership Council strengthened the structure to align with business objectives and ABM's five-year strategic vision and identified three strategic priorities focused on driving meaningful change for our people, our culture and our business:

- Workforce Diversity and Equity: foster a diverse workforce with equitable opportunities for all employees
- Workplace Inclusion and Belonging: cultivate a culture of inclusion so that every team member feels seen and heard
- Marketplace and Community: increase positive impact for our clients, partners and communities with service

Activities of the Culture and Inclusion Leadership Council are reported to the Board's Stakeholder and Enterprise Risk Committee through management presentations on matters such as corporate culture, and diversity, equity, and inclusion.

MOMENTUM SUPPORT WILL ALSO COMMIT TO:

- Create a Diversity profile of our organisation in 2023 which will include gathering information on gender representation at all levels within the organisation.

This will assist in setting applicable diversity, equity and inclusion objectives that are fit for purpose and that will assist in lowering our gender pay gap.

- Deliver Diversity, Equity, and Inclusion Training to all levels within the organisation. This will increase awareness to all levels of the business from operative level to the senior leadership team. Momentum Support will make this training accessible to all employees through our online training platform.
- Continue to work with our employability partners to create work opportunities from a diverse talent pool.

Measures to reduce our gender pay gaps

2. Recruitment & Selection

Momentum Support is fully committed to reviewing our recruitment strategy and recruitment processes to ensure they are fair, equitable, and consistent.

MOMENTUM SUPPORT WILL ALSO COMMIT TO

- Where possible, include multiple individuals of all genders on shortlists for all roles: from internal promotions and recruitment to entry level positions.
- Use of structured interviews for recruitment and internal promotions. This will ensure that unfair bias will not influence decisions and that the right candidate is successful.
- The recruitment team will assess all the roles advertised and, as much as possible, will advertise roles as having flexible working options i.e., flexible hours, hybrid working model.
- Where possible, create Diverse Selection Interview Panels - for management and office support roles - by having male and female representation on the interview panel.
- Introduce transparency to promotion and be open about processes, policies and criteria for decision making. Decisions need to be objective, evidence based and unbiased.
- The recruitment team will ensure gender neutrality in all job adverts, from operative to management roles.
- Deliver Unconscious Bias Training to the management team. This will make our managers aware of potentially harmful unconscious bias and will reduce the impact of this on the recruitment process.

Measures to reduce our gender pay gaps

3. Talent Development

Momentum Support is fully committed to the development of all employees.

In 2022, we have further invested in training with the appointment of two training officers to support the Training & Organisational Development Manager. The Learning and Development Department will continue to support all levels within the business, through the provision of relevant training programmes. As women have been identified as having the highest representation at operative level, we are hopeful that by having these talent development initiatives in place, this will encourage this group of employees to apply for internal promotion opportunities in the organisation, therefore lowering the gender pay gap.

MOMENTUM SUPPORT WILL ALSO COMMIT TO:

- **English Language Training**

To support employees for whom English is not a first language to progress to higher paid roles within the organisation, we are introducing online English Language Training in 2023, to assist in development of English language skills, specific to the Cleaning Industry. We hope this will give our employees for whom English is not a first language the confidence to apply for more senior roles within the organisation in the future.

- **Soft Skills Development Programmes**

We will continue to deliver and further develop our soft-skills development programmes aimed at providing employees with the necessary skills to operate at a higher position within the organisation. The main aim of these programmes is to support our employees on their career or progression journey within Momentum Support.

- **Communications**

We will celebrate the good news stories and we will communicate these in the company newsletter. We hope this will encourage and inspire other employees to step forward and consider more senior positions. The stories will include employees who have completed the soft skills training courses and who will share their personal experiences of the training and how it has helped them in their roles.

- **Talent Management**

In 2021, Momentum Support developed and introduced a Talent Management and Succession Planning Strategy. The purpose of this strategy was to develop a talent pool of employees ready to step into more senior positions within the organisation if the opportunities arise.

The Successful candidates in the Talent Pool, were assigned a Mentor. The Mentors are in a more senior position and the purpose of their role is to share their knowledge and experience with the employees and support them on their career development journey.

This strategy is fully supported by the Senior Leadership Team, with two members of the Senior Leadership Team currently acting as Mentors. In 2023, we will continue to monitor the progress of this talent management initiative as the mentees progress through the stages of their 24-month journey.



Mission Statement

"We conduct our business ethically by keeping our promises to our customers, our staff and our suppliers"

Vision Statement

"To be a company to which our competitors aspire, where all our staff and customers benefit from the experience of being partnered with us. Our internal motto has always been "big enough to cope; small enough to care."

Please note that this report was issued prior to our rebrand to ABM and therefore reference's Momentum Support throughout.

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