

Gender Pay Gap Report.

Making people and places the best they can be.



Overview.

At OCS, diversity, equity, and inclusion (DE&I) intertwine with our TRUE Values, ethos and approach. In the UK, we employ over 43,000 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 business of our scale 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 continuing to take 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 an award-winning 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 again for 2024. This reflects continued positive progress in terms of pay equity at the median level. The distribution of male and female colleagues across pay quartiles indicates that opportunities remain to increase female representation in higher-paying roles, and we are taking active steps to support career development and progression for women across the business.

Within our security business we have introduced a 'Women in Security' focus group, dedicated to helping us attract, support, and retain more women in this area. This initiative reflects our ongoing commitment to building a more diverse and inclusive workforce across all parts of our organisation.

Across our business, we understand there is still work to be done and we will continue to review, challenge and improve our processes through 2025 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

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Chief Executive Officer
UK & Ireland

OCS Group UK Ltd.

Pay Calculations	Male	Female
Relevant Pay Employees	8540	6915
Average	£14.62	£13.84
Median	£12.63	£12.20
Upper	58.80%	41.20%
Upper Middle	62.80%	37.20%
Lower Middle	55.30%	44.70%
Lower	44.10%	55.90%
Mean Gap	5.36%	
Median Gap	3.40%	
Bonus Calculations	Male	Female
Received	30.13%	13.52%
Average	£1,945.66	£1,798.41
Median	£1,602.00	£916.67
Mean Bonus Gap	7.57%	
Median Bonus Gap	42.78%	

OCS UK&I Ltd.

Pay Calculations	Male	Female
Relevant Pay Employees	8367	9002
Average	£13.91	£12.57
Median	£11.44	£11.44
Upper	57.60%	42.40%
Upper Middle	48.40%	51.60%
Lower Middle	41.80%	58.20%
Lower	44.80%	55.20%
Mean Gap	9.62%	
Median Gap	0.00%	
Bonus Calculations	Male	Female
Received	1.58%	0.92%
Average	£9,728.31	£4,596.38
Median	£5,000.00	£1,918.00
Mean Bonus Gap	52.75%	
Median Bonus Gap	61.64%	

OCS Food Co Ltd.

Pay Calculations	Male	Female
Relevant Pay Employees	308	1023
Average	£14.21	£12.89
Median	£13.43	£11.91
Upper	40.5%	59.5%
Upper Middle	22.8%	77.2%
Lower Middle	15.0%	85.0%
Lower	14.2%	85.8%
Mean Gap	9.3%	
Median Gap	11.3%	
Bonus Calculations	Male	Female
Received	3.3%	3.7%
Average	£543.35	£425.25
Median	£300.00	£200.00
Mean Bonus Gap	21.74%	
Median Bonus Gap	33.33%	

OCS M&E Services Ltd.

Pay Calculations	Male	Female
Relevant Pay Employees	701	149
Average	£19.64	£13.64
Median	£18.70	£11.97
Upper	95.26%	4.74%
Upper Middle	97.17%	2.83%
Lower Middle	87.32%	12.68%
Lower	50.47%	49.53%
Mean Gap	30.59%	
Median Gap	35.99%	
Bonus Calculations	Male	Female
Received	4.42%	5.37%
Average	£1,796.61	£1,557.88
Median	£1,822.00	£1,655.00
Mean Bonus Gap	13.29%	
Median Bonus Gap	9.17%	

OCS Security Ltd.

Pay Calculations	Male	Female
Relevant Pay Employees	2011	138
Average	£13.47	£13.63
Median	£12.71	£13.15
Upper	93.49%	6.51%
Upper Middle	91.6%	8.4%
Lower Middle	93.9%	6.1%
Lower	95.3%	4.7%
Mean Gap		-1.2%
Median Gap		-3.5%
Bonus Calculations	Male	Female
Received	2.7%	5.1%
Average	£475.66	£617.29
Median	£312.38	£588.18
Mean Bonus Gap		-29.78%
Median Bonus Gap		-88.29%

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Pay Calculations	Male	Female
Relevant Pay Employees	90	344
Average	£14.66	£11.97
Median	£12.24	£11.09
Upper	33.3%	66.7%
Upper Middle	22.9%	77.1%
Lower Middle	17.4%	82.6%
Lower	9.3%	90.7%
Mean Gap		18.34%
Median Gap		8.40%
Bonus Calculations	Male	Female
Received	97.8%	125.6%
Average	£519.49	£293.26
Median	£244.47	£199.80
Mean Bonus Gap		43.55%
Median Bonus Gap		18.37%

Profile.

Pay Calculations	Male	Female
Relevant Pay Employees	1126	148
Average	£13.67	£13.37
Median	£12.85	£12.59
Upper	88.40%	11.60%
Upper Middle	92.20%	7.80%
Lower Middle	89.00%	11.00%
Lower	84.00%	16.00%
Mean Gap		2.19%
Median Gap		2.02%
Bonus Calculations	Male	Female
Received	1.33%	0.00%
Average	£278.20	£0.00
Median	£171.02	£0.00
Mean Bonus Gap		100%
Median Bonus Gap		100%

Exclusive.

Pay Calculations	Male	Female
Relevant Pay Employees	275	329
Average	£12.20	£11.34
Median	£10.78	£10.73
Upper	49.01%	50.99%
Upper Middle	43.71%	56.29%
Lower Middle	45.03%	54.97%
Lower	44.37%	55.63%
Mean Gap		7.03%
Median Gap		0.46%
Bonus Calculations	Male	Female
Received	2.55%	1.22%
Average	£2240.61	£728.86
Median	£1250.00	£709.04
Mean Bonus Gap		67.47%
Median Bonus Gap		43.28%

