

Gender Pay Gap Report November 2025

Maybin Support Services (Ireland) Limited Trading as ABM Ireland (Reg No IE091300)

About ABM

ABM is one of the world's largest providers of facility services and solutions, with more than 100,000 employees serving over 20,000 clients across the United States, United Kingdom, and Republic of Ireland. Serving 1,600 locations across Ireland and the United Kingdom, the company provides integrated facility solutions with an innovative mindset and dedicated, technology-enabled team members providing services including facilities management, cleaning, 24/7 security, aviation services, data centre maintenance and technical services.

Foreword from the Senior HR Business Partner – Sinéad Woods

We are pleased to report that our gender pay gap remains very low. Our mean pay gap is 5.0% and our median pay gap is 1.6 %. We recognise that we must continue to address gender diversity disparities and are not complacent. We continue to develop initiatives to ensure that all who work at ABM in Ireland are provided the same opportunities to contribute, develop, and succeed.

We are fully committed to the elimination of unlawful and unfair discrimination and value the differences that a diverse workforce brings to the organisation. In this report, we set out our gender pay gap statistics for ABM in Ireland for the reporting period 16 June 2024 to 15 June 2025. We have explained the reasons for any gaps and explained why they have changed since last year. We have also set out the measures we are taking to improve gender diversity within ABM in Ireland.

Gender Pay Gap Vs Equal Pay

The gender pay gap is not the same as equal pay. **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 gap does not consider the fact that the "average" men and women may be doing very different roles. **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.

About the Gender Pay Gap Reporting

This is our fourth year of gender pay gap reporting. We chose the "snapshot" date of the 15th of June 2025 to gather our data. Our calculations are based on our employee headcount on this date, and remuneration in the 12 months leading up to this date.

2,193 employees are included in the data with roles ranging from operations to senior leadership. 1,400 employees are female, and 793 employees are male. The data collected is in relation to Maybin Support Services (Ireland) Limited trading as ABM Ireland (Reg No IE091300).



1,400
Female



973
Male

Our Gender Pay Gap Figures for 2025

Mean gender pay gap	5.0%
Median gender pay gap	1.6%
Mean gender pay gap (part time)	1.3%
Median gender pay gap (part time)	1.6%
Mean gender pay gap (temporary)*	-
Median gender pay gap (temporary)*	-
Mean bonus gap	76.1%
Median bonus gap	61.8%
Proportion of men receiving a bonus	2.4%
Proportion of women receiving a bonus	2.5%
Proportion of men receiving BIK	1.3%
Proportion of women receiving BIK	0.4%
Lower quartile (percentage women)	72.4%
Lower-mid quartile (percentage women)	63.9%
Upper-mid quartile (percentage women)	59.7%
Upper quartile (percentage women)	59.3%

** On our snapshot date of 15 June 2025, we did not have at least one man, and one woman employed on temporary contracts. We are therefore unable to calculate mean and median pay gaps for temporary employees.*

Reasons for our Gender Pay Gaps

ABM's low gender pay gap is primarily due to our workforce profile. Around 90% of all employees work in Cleaning Operative roles, where hourly pay and conditions are consistently similar. Although these employees work across different client sites, any pay variations arise only from client contractual obligations or transfers under TUPE. All pay rates comply with the Contract Cleaning Employment Regulation Order (ERO), which sets statutory minimum rates and employment conditions for the contract cleaning industry.

Because such a large proportion of employees are paid almost identically, overall pay gaps at ABM remain low. Our workforce is 63% female, and while previous years showed an overrepresentation of women in Cleaning Operative roles, there is now greater balance – 92.8% of male and 91.6% of female employees work in these roles. This creates only a small median pay gap.

Our mean pay gap is slightly higher due to workforce composition: we have a slightly higher proportion of men in Back Office Support or Management roles, which include Director and Senior Management positions. This modest overrepresentation of men in higher-paid roles explains the small mean pay gap.

Measures to Reduce our Gender Pay Gap

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 becomes apparent.

Recruitment & Selection	Culture & Inclusion	Talent Development
• Inclusive Recruitment and Shortlisting Ensure all recruitment and promotion shortlists include diverse candidates of all genders, supported by gender-neutral job adverts and transparent selection criteria. Structured and Fair Selection Process Implement structured interviews and objective, evidence-based decision-making to eliminate bias and ensure the best candidate is chosen. Diverse Interview Panels Where possible, create interview panels with both male and female representation—particularly for management and office support roles. Flexible and Accessible Opportunities Advertise all roles with flexible working options <i>by default</i> where feasible (e.g., flexible hours, hybrid working) and communicate all available roles across ABM Ireland weekly. Training and Awareness Provide Unconscious Bias and Recruitment & Selection Training to all hiring managers to promote fairness and support inclusive recruitment practices.	Elevate Pledge ABM is fully committed to Culture & Inclusion and is proud to be a signatory of Business in the Community Ireland's <i>Elevate Pledge</i>, reflecting our dedication to building a workforce representative of all members of Irish society. ABM Impact Groups including Women at ABM, The Rainbow Group, and the Disability & Carers Group—promote engagement and awareness among underrepresented communities. Culture & Inclusion Training We are also committed to providing Culture & Inclusion training to all employees, from operatives to senior leadership, through our online learning platform. Employability Partners In addition, ABM continues to collaborate with employability partners to create inclusive work opportunities and attract talent from diverse backgrounds.	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. Succession Planning / Talent Management In 2026, ABM Ireland will continue to grow and develop our Talent Management and Succession Planning Strategy, Rotation Programme and Leadership Academy. The purpose of this strategy is to develop a talent pool of employees ready to step into more senior positions within the organisation if the opportunities arise.

Our Values



Respect



Excellence



Integrity



Innovation



Trust



Collaboration

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