



OASIS (UK) Gender Pay Gap Report 2024/2025

A great place to work, where we obsess on providing the best service to our clients and develop our solutions on an innovative world.

Our vision is at the heart of what we do. Our commitment to improving the working lives of our team members, growing our business through enhancing our client experience and providing innovative solutions through a diverse workforce is key to our success.

Creating a Great and Inclusive Place to Work

Our success as a business is driven by our determination to create an OASIS community within which our people feel heard and valued. That the contribution of each team member is seen and that they are part of a winning team. We endeavour to reflect our local and global communities, to understand how we can promote opportunities better to encourage gender diversity across both operational and professional roles. Research shows that gender diverse companies outperform the least diverse by 39%*.

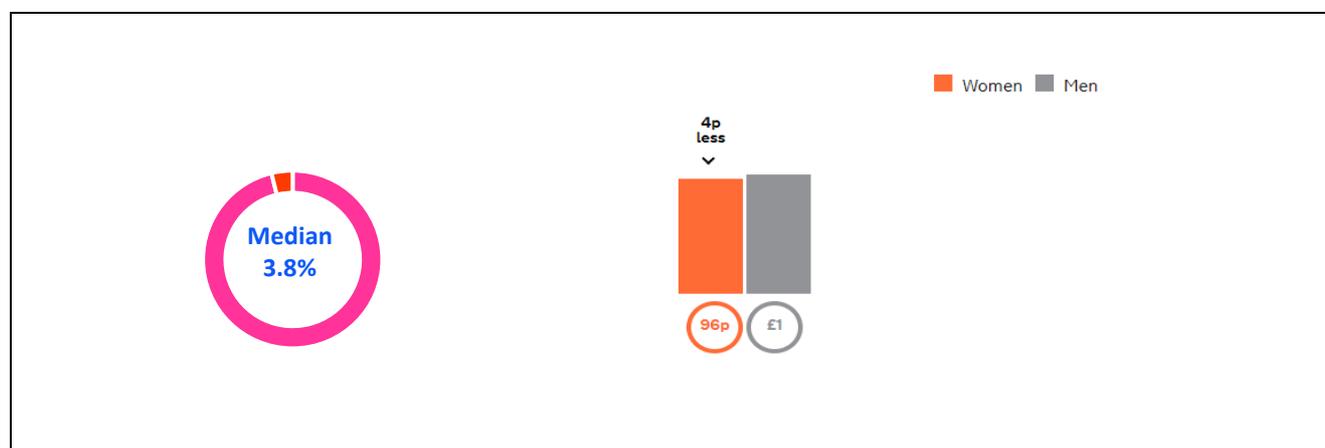
Progress to date

We are proud to say that our median pay gap has reduced to 3.8%, which compares well to the UK average of 7.7%. But there is still work to do. We continue to review pay on a performance basis ensuring job roles are gender neutral and pay rates are objective based on role requirements.

What the Gender Pay Gap Report tells you about OASIS (UK) Limited

The mean and median gender hourly pay gap

The mean figure is the difference in average hourly rates that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay divided by the total number of people. The median figure shows the difference in the midpoint of the range received by male and female employees.

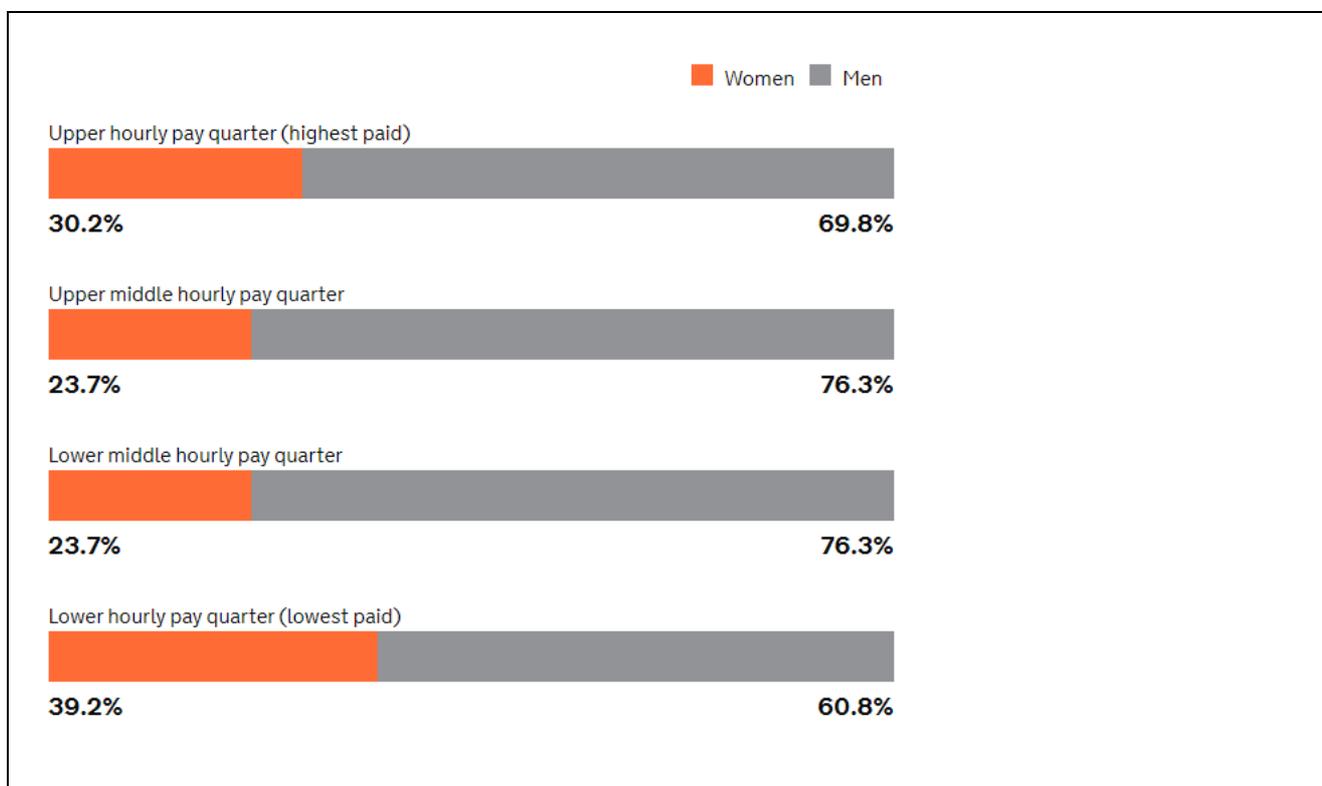




This illustration above identifies that in OASIS (UK) Limited, women earn 96p for every £1 that men earn when comparing the median hourly rate. This is a difference of 3.8%. When comparing mean (average) hourly pay, the difference increases to 17.4%.

The percentage of women in each pay quarter

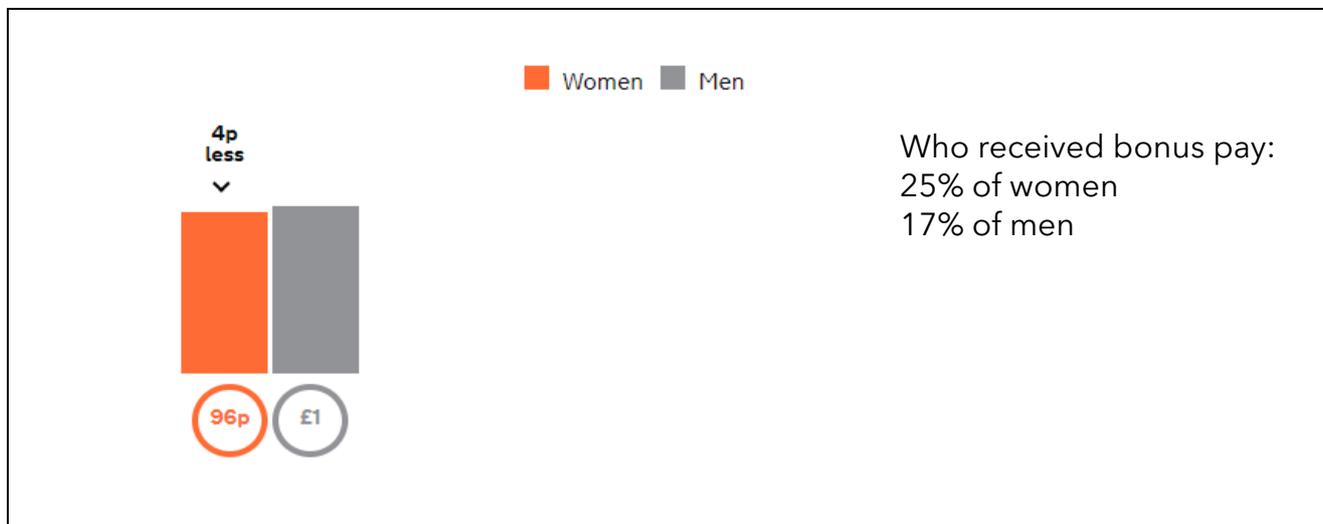
In OASIS (UK), women occupy 30.2% of the highest paid jobs and 39.2% of the lowest paid jobs.



Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay and give an indication of women's representation at different levels of the organisation.

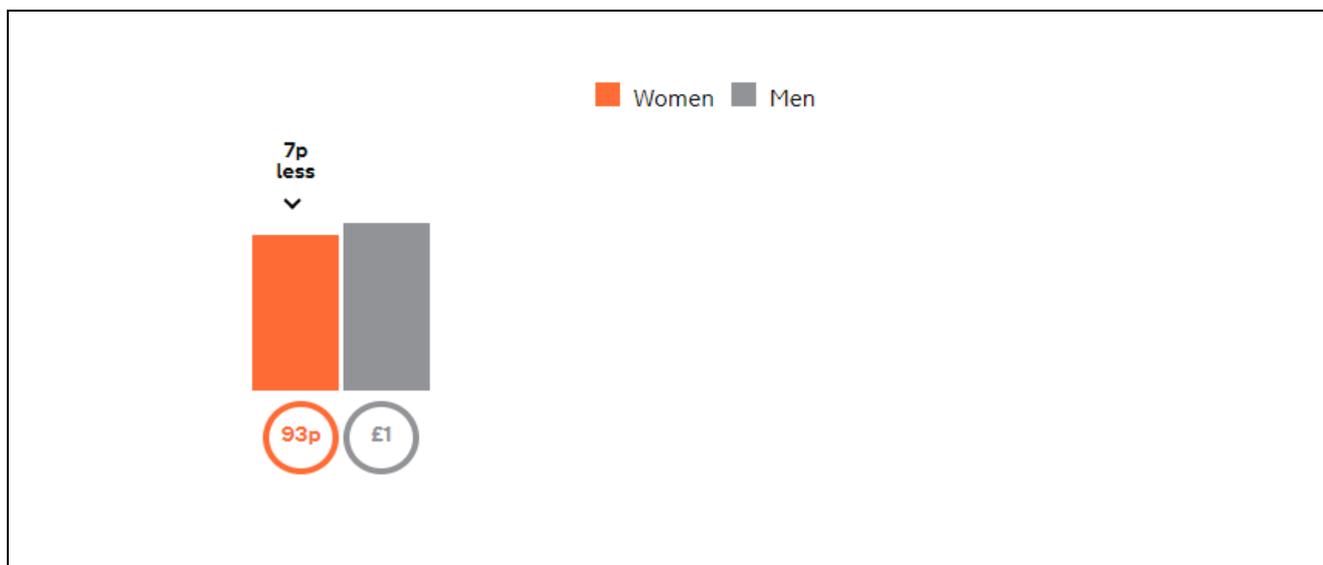
Bonus pay gap

Women earn 96p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 4.1% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 17.6% lower than men's.



The median gender hourly pay gap

This table shows that in OASIS (UK), women earn 93p for every £1 that men earn when comparing the median hourly rate. Their median hourly pay is 6.5% lower than men's.

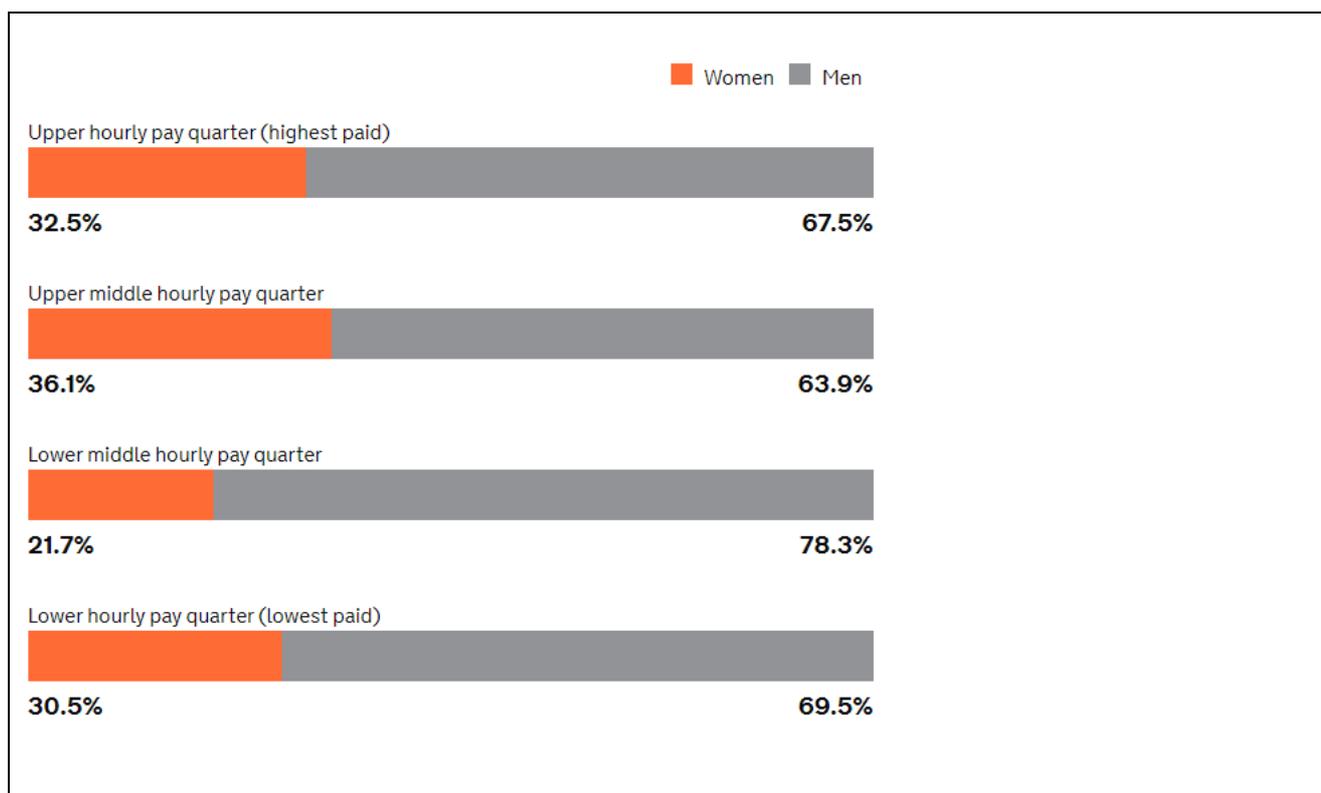


When comparing mean (average) hourly pay, women's hourly pay is 11.1% lower than men's.



The percentage of women in each pay quarter

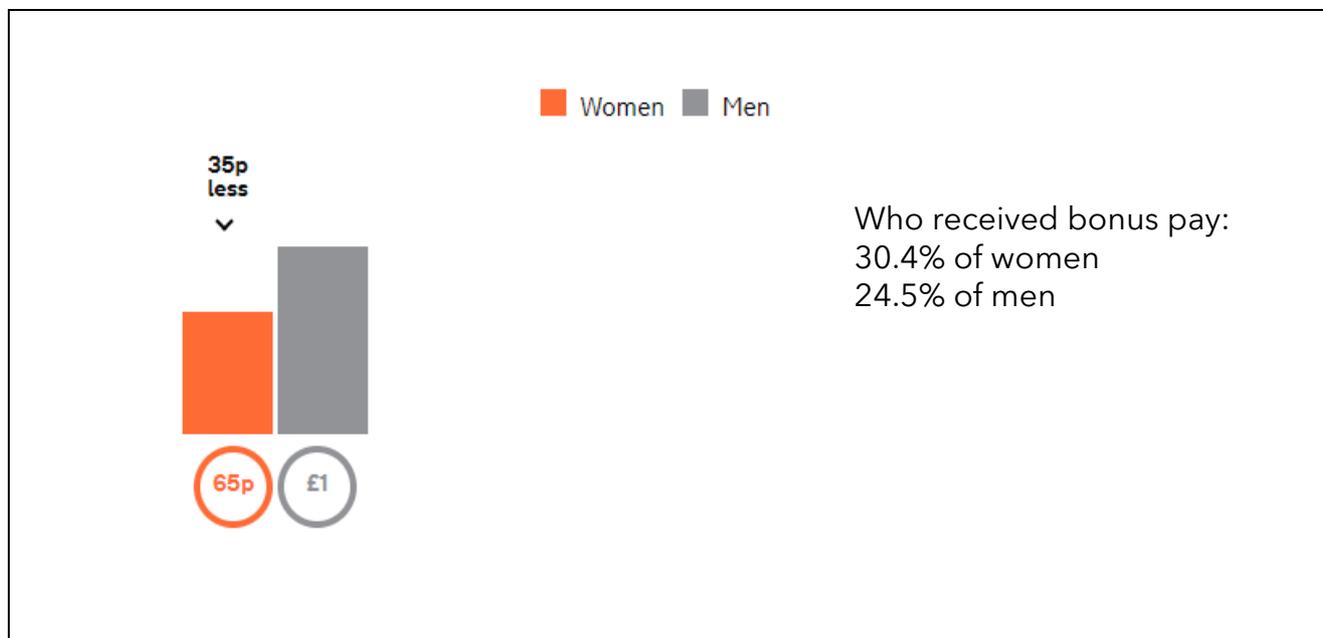
In OASIS (UK), women occupy 32.5% of the highest paid jobs and 30.5% of the lowest paid jobs.



Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay and give an indication of women's representation at different levels of the organisation.

Bonus pay gap

In this organisation, women earn 65p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 35.1% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 28.8% lower than men's.



What our gap tells us

Analysis of our pay and bonus gap tells us there are two main reasons for our gender pay and bonus gaps: As is common across the records management industry, we have more male employees than female. The unequal distribution is at every level of our UK business, with the female representation decreasing with level of seniority. Therefore, we have more men in senior leadership and manager grades.

Understanding why there is a gap

- Proportionally fewer women working at senior level
- Uneven gender distribution in senior roles
- Fewer women in support roles (roles include but not limited project services, management, technical and operations).

We predominantly see more male applications for operations and other specialised, highly sought-after and highly paid roles, however the valuable talent and diversity of thought offered by women and other under-represented groups, is essential in accelerating our strategic progress.



Closing the Gap

Our ambition is to increase our nationality and gender mix at all levels including leadership level in order to close the gap. We plan to set further foundations for diversity, learning and development, delivering current and new initiatives to improve how we attract, develop, and retain both men and women.

Providing a more inclusive career

A diverse workforce that enjoys working at OASIS is essential in making this happen. We want to attract, develop, and retain the best diverse talent, by providing an inclusive culture that celebrates and values differences. Our goal with the initiatives and resources is to embed a culture and working environment that enables all our people to achieve success. By targeting greater diversity and gender parity in with our business plans and initiatives, we'll continue to implement talent development and engagement best practice to demonstrate we are an inclusive employer of choice.

Flexible working environment

In the UK we provide for a range of flexible working arrangements that aim not only to comply with our legal obligations, but also to meet the aspirations of our workforce in respect of their working patterns. In addition, we offer enhanced maternity, adoption, paternity and shared parental leave policies that support balancing the demands of parenting between both parents.

Leadership role models and an inclusive culture

We know that women can achieve their career goals in OASIS, as within our support functions where the female representation is strong at all levels across the business, however the representation does still reduce with seniority.

Increasing female representation at management and leadership levels

Within the last year we have promoted a number of women into more senior roles. We will establish a programme to move women into roles that will fast-track their development towards leadership. We will continue with this work as part of our talent management processes. We plan to set aspirational targets and put in place plans to improve inclusion, nationality, and gender balance within our business.



Breaking down barriers

To help us attract a diverse workforce, we will better understand the barriers our people may face and support our drive to implement progressive, positive action that can bring meaningful and sustainable change. Our company strategies and values will continue to guide us in shaping cultural and career initiatives that can help further enhance the diversity of our business.

Inclusive culture

We will continue to strengthen our workplace environment to support all stages of a well-balanced career lifecycle, encompassing flexible and modern family living, career growth and succession planning.

Talent attraction

We will continue to have unbiased and positive recruitment diversity and engagement regardless of background, level, and position.

Talent development

We will continue to evaluate and enhance career development resources and support, to help our people make positive and fulfilling choices that lead to long-term success.

Job Pay Grade

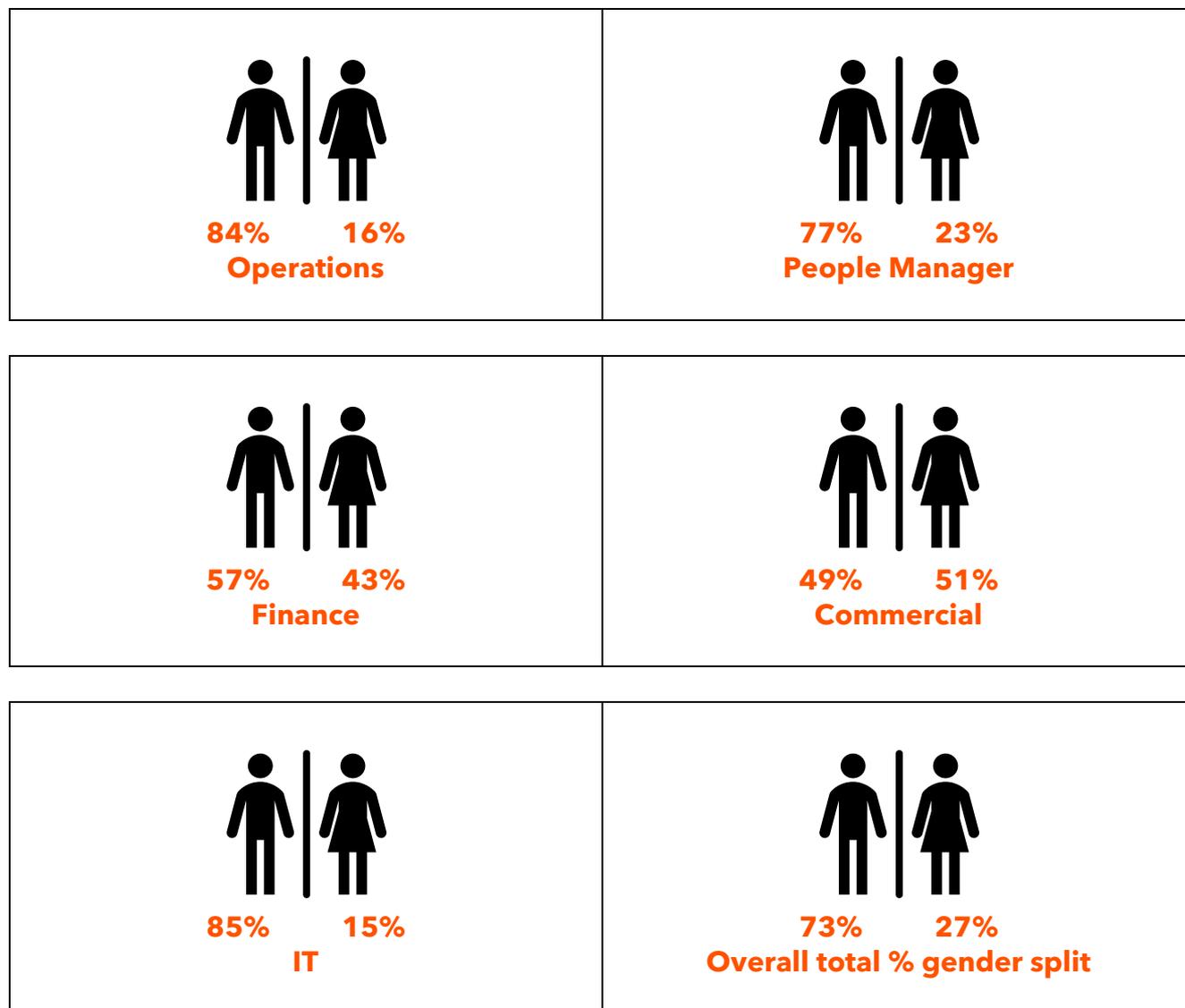
The gender pay gap does not measure equal pay, it is the difference in the average pay and bonuses of all men and all women across our organisation. Introducing a clear and fair process for how salaries are set because we closely monitor and review all recruitment and pay decisions we make against key policies.

Recruitment

To include more than one woman when creating a shortlist of qualified candidates. Shortlisting with only one woman does not increase the chance of a woman being selected.



Gender % split in UK functions



The gender pay gap report shows the difference in average pay between women and men. It does not measure equal pay for men and women doing the same or equivalent work of equal value for the UK.

From 2017 onwards, any UK organisation employing legal entity with 250 or more employees is required to publicly report its gender pay gap annually. OASIS has one such entity; Offsite Archive Storage and Integrated Services (UK) Limited employs approximately 365 people.