



OASIS (UK) Gender Pay Gap Report 2025/2026

Our Commitment

At OASIS, we are committed to creating a workplace where people feel valued, respected and supported to succeed. We believe an inclusive culture helps us deliver excellent service to our clients, strengthen innovation and create opportunities for our colleagues to grow.

We recognise that a diverse and inclusive workforce is essential to long-term success. By attracting, developing and retaining talent from a wide range of backgrounds, we strengthen our organisation and improve the experience we provide to our clients.

Building an Inclusive Culture

We want everyone at OASIS to feel heard, recognised and able to thrive. Our aim is to build a workplace that reflects the communities we serve and provides equitable access to opportunities across the business.

Understanding our Gender Pay Gap

The gender pay gap measures the difference in average pay between men and women across an organisation. It is different from equal pay, which means men and women receiving equal pay for the same or equivalent work.

Our Key Results

- Based on median hourly pay, women earn £1.23 for every £1 earned by men, representing a 23% pay gap in favour of women.
- Based on mean hourly pay, women's pay is 6.5% higher than men's.
- There is no difference in median bonus pay between women and men.
- Women's mean bonus pay is 6.67% lower than men's.
- 31.7% of women received a bonus, compared with 17.1% of men.
- Women represent 35.6% of employees in the highest pay quartile and 27.0% in the lowest pay quartile.
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These results reflect the current distribution of roles across our organisation and the different levels of representation of men and women in certain functions and senior positions.

**The mean figure shows the difference in average hourly pay for male and female employees across the organisation.*

***The median figure shows the difference at the midpoint of the pay range for male and female employees.*

Understanding the Drivers of the Gap

Our analysis shows that the gap is mainly shaped by the distribution of men and women across different parts of the business and at different levels of seniority.

- Women are underrepresented in some senior leadership roles.
- Gender representation varies across different job functions.
- Men are more highly represented in some specialised, technical and operational roles.
- Women are more highly represented in bonus-eligible roles.

We also see that applications for operational and technical roles are more often received from men, which contributes to these patterns over time.

Our approach to closing the gap

We are committed to reducing the gender pay gap by improving representation, particularly at senior levels, and by maintaining fair and inclusive practices across the employee lifecycle.

Our focus areas include:

- **Inclusive recruitment:** continuing to strengthen recruitment processes, improve outreach and support fair, inclusive hiring.
- **Talent development:** investing in learning, development and progression opportunities for colleagues across the business.
- **Flexible working and family support:** offering policies and ways of working that help colleagues balance work and family life.
- **Inclusive culture:** creating an environment where colleagues feel recognised, supported and able to succeed. This includes employee engagement initiatives, career development support, and recognition of values and behaviours that celebrate the contribution of all colleagues.

We are also proud to hold Level 1 Disability Confident employer status, reflecting our commitment to accessibility and inclusion.



Gender Representation Across Functions

Gender representation varies across different parts of our business, as shown below.

Function	Male	Female
Operations	84%	16%
People Managers	77%	23%
Finance	36%	64%
Commercial	35%	65%
IT	89%	11%
Overall workforce	73%	27%

These differences highlight where we are focusing our efforts to improve balance and representation over time.

Please note; The gender pay gap is not the same as equal pay. We remain committed to ensuring that men and women are paid equally for the same or equivalent work.

Looking Ahead

Addressing the gender pay gap requires sustained action over time. We will continue to:

- Monitor our data and track progress.
- Strengthen our talent pipelines.
- Enhance our inclusive culture.
- Implement targeted initiatives to improve representation.

Our ambition is to build a more balanced and inclusive organisation where everyone has the opportunity to succeed.

Declaration

I confirm that the information contained in this report is correct and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Sarah Vidgen
Chief People Officer
OASIS (UK) Limited