



OASIS Document and Data Management (ODDM) Gender Pay Gap Report 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. This pay gap is primarily due to a higher proportion of females occupying non-operational roles, while males are more frequently found in operational positions such as warehouse and driving roles.

Our Key Results

- Gender split of 74% male and 26% female; 98% of workforce are within Operations (warehousing and driving).
- Women are concentrated more heavily in the lowest pay quartile and are under-represented in the higher pay quartiles.
- A modest hourly pay gap in favour of men (4.83% mean; 8.42% median).
- There is no pay gap among part-time staff or temporary contractors.
- The most notable result is the large negative bonus gap which is attributable to 1 female receiving commission.



Understanding the Drivers of the Gap

Our analysis shows that the gap is mainly shaped by workforce distribution of men with women more concentrated in the lowest pay quartile and men dominating the middle and upper pay quartiles.

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.

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.

In Ireland, gender pay gap reporting is now mandatory for companies with 50 or more employees, OASIS Document and Data Management (ODDM) employs approximately 80 people.

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