

# GENDER PAY GAP

## REPORT 2018



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AM2PM Group Holdings Ltd



# GENDER PAY GAP INTRODUCTION

AM2PM Group Holdings Ltd ("The AM2PM Group") is a group company incorporating five other companies:

- AM2PM Recruitment Solutions (Birmingham) Ltd
- AM2PM Retail Services Ltd
- AM2PM Manufacturing Services Ltd
- AM2PM Industrial Solutions Ltd
- AM2PM Travel Benefits Ltd

It is a requirement from April 2017 that all businesses employing more than 250 employees must publish a report detailing their gender-pay gap. Those highlighted in bold above have published their own report as they fall into this category.

The information that must be published for the business is the:

- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

This report incorporates statistics from the whole AM2PM group taken on the 5<sup>th</sup> April 2018. Within this group we engage people under both contracts of employment and contracts for services, and payment methods vary from hourly wages to monthly salaries. We have an obligation to include in this report the wages of our staff who are placed with our Clients and Customers.

AM2PM have little control over the wages paid to our hourly paid staff as these are largely dictated by our Clients and Customers, however we are confident that there are no differentials set based on gender.

The breakdown of data covered is 92% hourly paid staff and 8% monthly paid staff.



# GENDER PAY GAP RESULTS

Mean Gender-Pay Gap

6.7%

Median Gender-Pay Gap

4%

Our total Gender-Pay Gap is well below the national average of just over 18% ([gov.co.uk](http://gov.co.uk)).

Mean Bonus Gender-Pay Gap

58.4%

Median Bonus Gender-Pay Gap

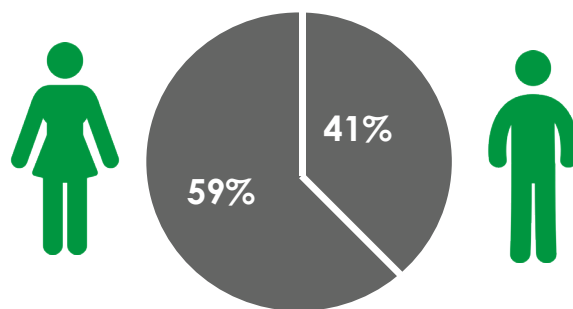
38.8%

This shows a considerable gender bonus gap. We are clear however that we do not differentiate on bonus rates set for males and females within our business, and the amount of bonus earned is dependent on individual performance and sales and is set the same for both males and females. We also do not hire or promote dependant on gender, but on individual performance and skill set. However it is clear that we have a higher proportion of males in positions with a higher bonus earning potential.



# GENDER PAY GAP RESULTS

Proportion of Males and Females Receiving Bonus Payment (%)



These results show a fairly even spread across our business of men and women receiving bonus payment.

Proportion Of Males And Females Receiving Bonus Payment (%)

	Male (%)	Female (%)
Upper Quartile	81	19
Upper Middle Quartile	70	30
Lower Middle Quartile	62	38
Lower Quartile	59	41

68% of the total workforce are male and 32% are female. The distribution between the percentiles shows a higher percentage of males in all quartiles, however this proportion is higher in the upper quartiles.

This report has highlighted the need to address a gender imbalance within AM2PM of those occupying the roles which have the highest bonus earning potential.



AM2PM pride ourselves on developing and retaining our staff and promote from within wherever possible. The majority of our in-house senior staff began their career with AM2PM as junior members of staff and have been provided with opportunities to progress into management roles within the company.

The AM2PM Group do not differentiate on bonus rates set for males and females within our business, and the amount of bonus earned is dependent on individual performance and sales and is set the same for both males and females. We also do not hire or promote dependant on gender, but on individual performance and skill set.

AM2PM will continue to work to address the imbalance of any pay gaps within our workforce.

A handwritten signature in black ink, appearing to read 'Alan McGeorge'.

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Director: Alan McGeorge  
Date: March 2019

A handwritten signature in black ink, appearing to read 'Peter McSheffrey'.

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Director: Peter McSheffrey  
Date: March 2019