

GENDER PAY GAP REPORT 2017



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AM2PM Manufacturing Services Ltd



GENDER PAY GAP INTRODUCTION

AM2PM Manufacturing Services Ltd ("AM2PM Manufacturing") is one of 5 companies incorporated within "The AM2PM Group", AM2PM Group Holdings 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. Each legal entity within a group structure which employs over 250 people must report their own figures. The AM2PM Group have also volunteered their group results as we believe this better represents an overview of our organisation.

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

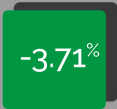
- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

As is required by the legislation, this report is drawn from information obtained on and prior to the snapshot date of 5th April 2017 and includes information of both our salary paid in-house employees and our hourly wage paid managed service employees. We have very little control over the wages paid to our managed service employees as this is largely dictated by our Customers, however we are confident that our Customers do not set differentials set based on gender.



GENDER PAY GAP RESULTS

Mean Gender-Pay Gap



Median Gender Pay Gap

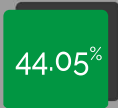


This shows that on average, females receive a higher hourly pay than males.

Mean Bonus Gender-Pay Gap

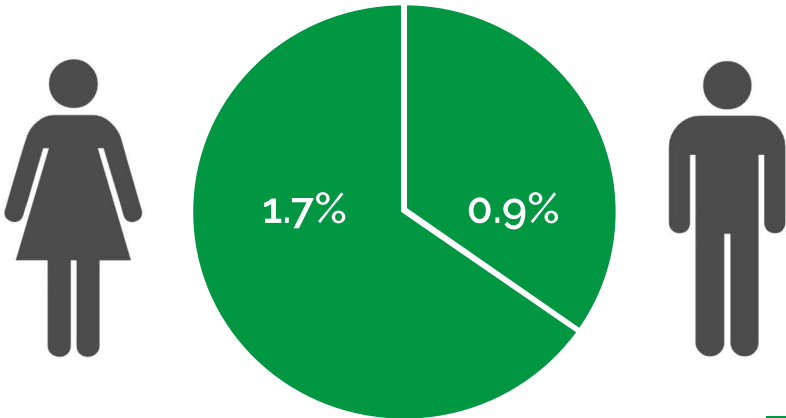


Median Bonus Gender Pay Gap



These two figures give rather contradictory results. We believe this has resulted from the small percentage of males and females receiving a bonus, and the large range in the value of bonus paid throughout this period.

Proportion of Males and Females Receiving Bonus Payment (%)





GENDER PAY GAP RESULTS

This result shows that we have a slightly higher proportion of females receiving bonus than males. We believe this is because there is a larger proportion of males within the business than females, so as the total number of males receiving bonus (4) is similar to the number of females (3), the male result has been diluted.

Proportion of Males and Females in each Pay Quartile

	Males (%)	Females (%)
Upper Quartile	63	38
Upper Middle Quartile	74	26
Lower Middle Quartile	80	20
Lower Quartile	72	28
Total Males In Business	416	101
Total Females In Business	159	39

As we have a larger proportion of males within our business, males dominate each pay quartile. We believe this is likely due to the nature of the work of our customers which being manufacturing generally attracts males more than it does females across the industry.