

# GENDER PAY GAP

## REPORT 2018



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AM2PM Retail Services Ltd



# GENDER PAY GAP INTRODUCTION

AM2PM Retail Services Ltd ("AM2PM Recruitment") 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 5<sup>th</sup> April 2018 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

1.9%

Median Gender-Pay Gap

2.5%

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

14.5%

Median Bonus Gender-Pay Gap

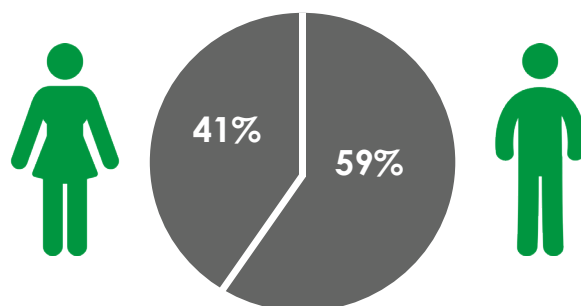
12.1%

This shows a pay gap in our bonuses. Bonuses applied are the same to males and females and is dependant on their role and level. We have more males receiving bonus (7) than females (4).



# GENDER PAY GAP RESULTS

Proportion of Males and Females Receiving Bonus Payment (%)



This result shows that we have a higher proportion of males receiving bonus than females. Bonuses paid to our employees by our customers are out of our control. Within our internal employees, the same number of males receive bonus as females. As you can see from the below table, we have a higher proportion of males than females within our employment, as a result, more males will receive a bonus than females.

Proportion Of Males And Females Receiving Bonus Payment (%)

	Male (%)	Female (%)
Upper Quartile	61	39
Upper Middle Quartile	60	40
Lower Middle Quartile	56	44
Lower Quartile	50	50
Total Males In Business	213	57
Total Females In Business	163	43



# GENDER PAY GAP RESULTS

These results show a slight dominance of males the upper and upper middle quartiles, whereas distribution amongst the lower middle and lower quartiles is quite evenly spread. We believe that the higher weighting in the upper quartiles may be a result of the greater proportion of males than females within the business.

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Director: Alan McGeorge  
Date: March 2019

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Director: Peter McSheffrey  
Date: March 2019