

# GENDER PAY GAP REPORT 2017



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AM2PM Retail Services Ltd



# GENDER PAY GAP INTRODUCTION

AM2PM Retail Services Ltd ("AM2PM Retail") 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

1.29%

## Median Gender Pay Gap

0%

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

## Mean Bonus Gender-Pay Gap

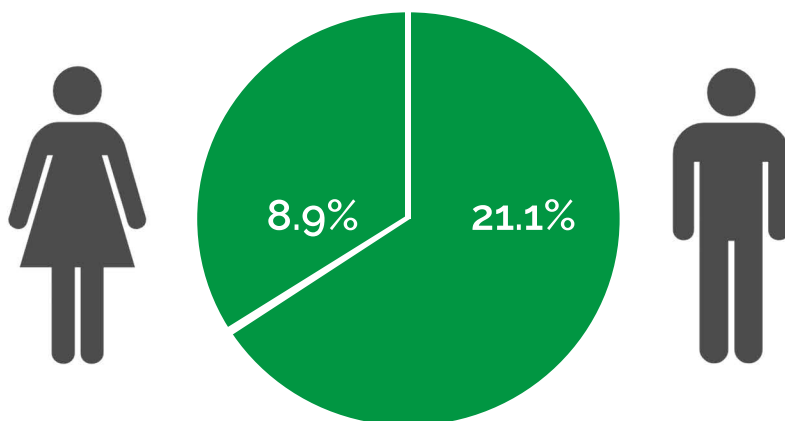
-98.28%

## Median Bonus Gender Pay Gap

0%

We believe that the large difference in mean bonus is due to the higher proportion of males at our customers sites receiving a bonus. This will have reduced the average figure for males because bonuses paid by our customers are significantly less than the bonuses paid to our internal staff.

## Proportion of Males and Females Receiving Bonus Payment





# GENDER PAY GAP RESULTS

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 in each Pay Quartile

	Males (%)	Females (%)
Upper Quartile	61	39
Upper Middle Quartile	44	56
Lower Middle Quartile	51	49
Lower Quartile	62	38
Total Males In Business	224	55
Total Females In Business	186	45

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

Director: Alan McGeorge  
Date: March 2018

Director: Peter McSheffrey  
Date: March 2018