



## Gender Pay Gap Report AM Services Group

AM Services Group Limited (part of AM Services Group) is required by law to publish an annual gender pay gap report with effect from April 2018.

The figures included in the report have been calculated using the standard method detailed in the regulations.

Our gender pay gap falls below the national average. We believe the small difference we do have is due to the roles in which men and women work within our organisation and the hourly rate that these roles attract. For example, men are more likely to be working in security operative roles which generally attract a higher rate of pay than cleaning operative roles where there are more female workers. These two types of role make up the majority of our workforce.

In addition, our bonus payments are client driven and tend to be applied to security contracts more so than cleaning contracts.

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Greg O'Brien  
Managing Director

**Reference Date** 05-Apr-2018

**Report Type** Annual

Total Employees	Male	Female	Total
	283	193	476

Pay	Male	Female	Difference
Mean	8.55	8.15	4.9 %
Median	8.00	7.83	2.2%

Pay	Male	Female	Male	Female
Upper (75-100%)	86	34	71.7%	28.3%
Upper Middle (50-75%)	79	40	66.4%	33.6%
Lower Middle (25-50%)	57	59	49.1%	50.9%
Lower (0-25%)	61	59	50.8%	49.2%

Bonus	Male	Female	Difference
Mean	19.23	14.47	24.8%
Median	15.12	6.88	54.5%

Number Receiving Bonus	47	27
Percentage Receiving Bonus	16.61%	13.99%