



**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 of 10.6% falls slightly above the national average of 8.9%. 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. Although these two types of role make up the majority of our workforce, for the period reported, the amount of contracts of a security facility nature has increased and therefore you can understand the reason for the increase in the gender pay gap this particular year.

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-2019

Report Type Annual

Total Employees	Male	Female	Total	
	258	150	408	
Pay	Male	Female	Difference	
Mean	9.43	8.53	10.6 %	
Median	8.54	8.21	4.0%	
Pay	Male	Female	Male	Female
Upper (75-100%)	63	36	63.6%	36.4%
Upper Middle (50-75%)	64	37	63.4%	36.6%
Lower Middle (25-50%)	64	37	49.1%	50.9%
Lower (0-25%)	64	37	50.8%	49.2%
Bonus	Male	Female	Difference	

Mean	25.64	11.46	55.3%
Median	14.58	8.33	42.9%
Number Receiving Bonus	22	19	
Percentage Receiving Bonus	8.53%	12.67%	