



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 mean of 12.4% falls below the national average (*DIT gender pay gap report published December 2020*) of 15.9%. The results show that the mean hourly pay rate for woman was higher than the mean hourly pay rate for men on the specific snapshot date.

We believe that due to the impact of COVID-19 there was a reduction in the cleaning services we provide to our clients, therefore the company placed most cleaners on furlough. However, there was still a requirement for supervisor duties to be carried out, thus resulting in females remaining in work on the snap shop date with a higher hourly pay rate due to their role as supervisor. There was also a reduction in security services we provided to our clients however, the skeleton staff that remained were not required to be of Security Supervisor Level due to the organisation structure in place, managers could oversee specific administrative tasks.

We continue to believe that 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.

Previously, our bonus payments have been, and do continue to be client driven and tend to be applied to security contracts more so than cleaning contracts. However, the company has introduced further bonus incentives outside of client parameters and as such have provided the opportunity for employees, both male and females in other roles to earn a bonus, which has resulted in more females earning a bonus during the relevant period.

The company are proud to acknowledge our progress and we continue to demonstrate our commitment to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage of civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Greg O'Brien
Managing Director

Reference Date 05-Apr-2020

Report Type Annual

Total Employees	Male	Female	Total
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	121	18	139	
Pay	Male	Female	Difference	
Mean	9.35	10.52	12.4 %	
Median	9.02	9.01	0.1%	
Pay	Male	Female	Male	Female
Upper (75-100%)	30	4	88.2%	11.8%
Upper Middle (50-75%)	29	4	87.9%	12.1%
Lower Middle (25-50%)	29	4	87.9%	12.1%
Lower (0-25%)	30	3	90.9 %	9.1%
Bonus	Male	Female	Difference	
Mean	90.89	9.48	45.2%	
Median	31.25	9.48	69.7%	
Number Receiving Bonus	50	23		
Percentage Receiving Bonus	41.32%	127.78%		