

# Gender Pay Gap Reporting 2018

Amtico is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2018.

The mean gender pay gap is: 5.46%  
The median gender pay gap is: -0.29%  
The mean gender bonus gap is: 40.80%  
The median gender bonus gap is: 34.68%

The proportion of males receiving a bonus is 47% and the proportion of females receiving a bonus is 80%

| Band | Males | Females | Description  |
|------|-------|---------|--|
| A    | 74%   | 26%     | Includes all employees whose standard hourly rate places them at or below the lower quartile.                      |
| B    | 69%   | 31%     | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median. |
| C    | 72%   | 28%     | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile. |
| D    | 68%   | 32%     | Includes all employees whose standard hourly rate places them above the upper quartile.                            |

Amtico's workforce consists of 71% males and 29% females.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information)

I, Jason Shelley, HR Director, confirm that the information in this statement is accurate.

Signature



Date

07/01/2019