

Gender Pay Gap Report

Year to April 2018



The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require relevant organisations to report statistics relating to the staff employed each year.

The result of the 2018 / 2019 analysis of this data for our organisation is as follows:

Median Pay Gap	24.3%
Mean Pay Gap	28.0%
Median Bonus Gap	88.5%
Mean Bonus Gap	11.4%

Pay Distribution 766 qualifying 'Relevant Employee' Team Members

Upper Quartile

Male	39.6%
Female	60.4%

Upper Middle Quartile

Male	11.5%
Female	88.5%

Lower Middle Quartile

Male	6.8%
Female	93.2%

Lower Quartile

Male	14.1%
Female	85.9%

Company Commitment

abm catering limited continues to address the Gender Pay Gap at all levels of the organisation.

The Board of abm catering limited continues to regularly monitor the Gender Pay Gap Data and ensure positive actions are implemented and fully integrated into the business.