

# Gender Pay Gap Report Year to April 2022



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 2021/2022 analysis of this data for our organisation is as follows:

	<b>April 2022</b>	<b>April 2021</b>
Median Pay Gap	24.9%	23.9%
Mean Pay Gap	26.1%	22.6%
Median Bonus Gap	34.9%	(400.0)%
Mean Bonus Gap	(64.1)%	(291.1)%

## Pay Distribution; 1,041 (762 prior year) qualifying 'Relevant Employee' Team Members

### Upper Quartile

	<b>April 2022</b>	<b>April 2021</b>
Male	29.6%	31.0%
Female	70.4%	69.0%

### Upper Middle Quartile

Male	5.4%	6.9%
Female	94.6%	93.1%

### Lower Middle Quartile

Male	4.2%	6.9%
Female	95.8%	93.1%

### Lower Quartile

Male	3.1%	5.8%
Female	96.9%	94.2%

## 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.