

## Gender Pay Gap Report Year to April 2019

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:

	<b>April 2019</b>	<b>April 2018</b>
Median Pay Gap	24.3%	24.3%
Mean Pay Gap	28.0%	28.0%
Median Bonus Gap	88.5%	88.5%
Mean Bonus Gap	11.4%	11.4%

### Pay Distribution; 789 (766 prior year) qualifying 'Relevant Employee' Team Members

#### Upper Quartile

	<b>April 2019</b>	<b>April 2018</b>
Male	33.9%	39.6%
Female	66.1%	60.4%

#### Upper Middle Quartile

Male	12.2%	11.5%
Female	87.8%	88.5%

#### Lower Middle Quartile

Male	5.8%	6.8%
Female	94.2%	93.2%

#### Lower Quartile

Male	14.8%	14.1%
Female	85.2%	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.