

our 2019 gender pay gap report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

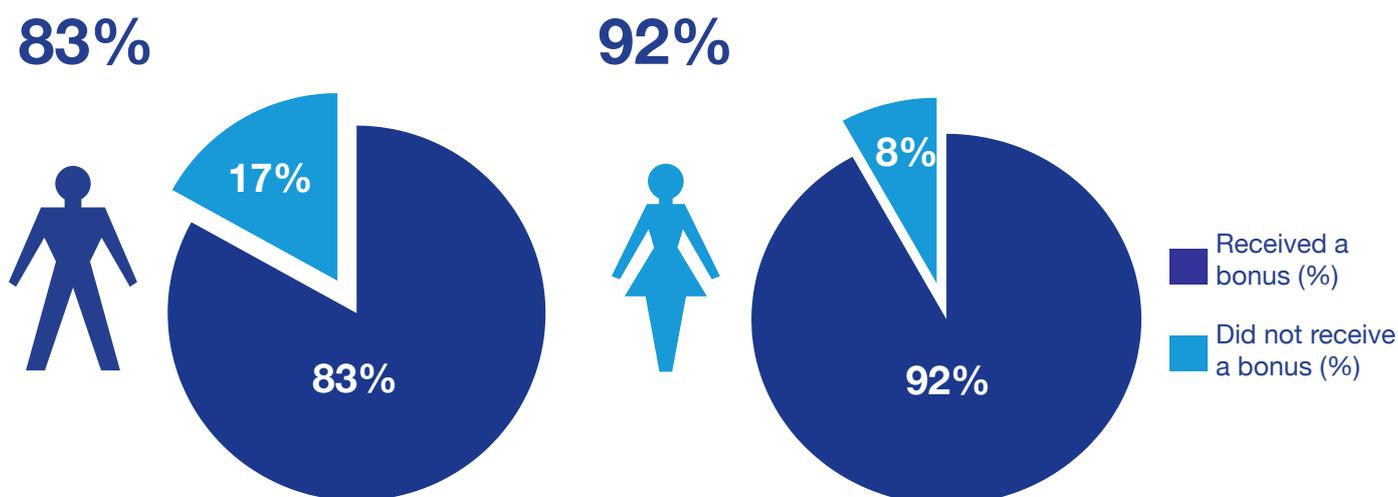
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	-24%	-31%
Bonus paid	-28%	-8%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2018). It also captures the mean and the median difference between bonuses paid to men and women at NM ATM in the year up to 5th April 2018, i.e. for the 2017/18 performance year.

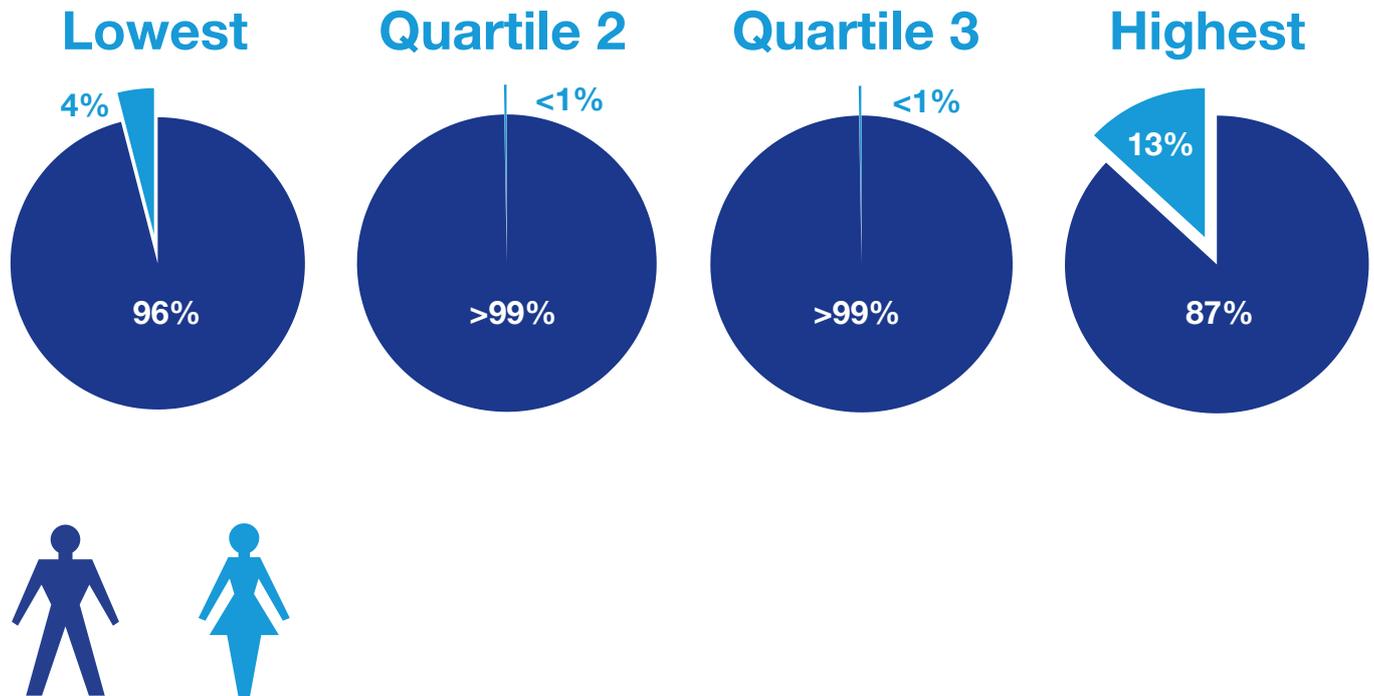
Proportion of colleagues awarded a bonus for 2018



This shows a 9% difference between the number of men and women being paid a bonus for their performance in 2017/18.

our 2019 gender pay gap report

Pay Quartiles



In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have produced this report to demonstrate the Gender Pay gap within ATM Services Ltd. With this act the government requires all companies with over 250 employees to produce a report detailing the difference between the average pay of all women within the organisation and the average pay of all men within the organisation. This is separate from Equal Pay, which covers pay for men and women performing the same role, and must be equal for men and women by law.

Mean and Median figures are unaffected by the gender balance in the workforce and show that, overall, women's salaries within ATM Services Ltd are higher than those of men. ATM Services Ltd is made up of a predominantly male workforce, which mirrors the overall private security sector in the UK. The women employed by ATM Services Ltd are generally employed in higher paid and managerial roles.

A greater percentage (9%) of women than men were paid a bonus in 2018. This is representative of the way that annual bonuses are paid, whereby employees must be over six months service to qualify. A greater percentage of men employed were under six months service, and therefore did not qualify for annual bonus payment. This is an indicator that, in general, more men than women were hired in the period July 2017 to December 2017. This is due to difficulties attracting and recruiting women into roles within the security sector.

The 2nd and 3rd quartiles are weighted disproportionately in favour of males due to the overall make-up of the workforce within the organisation, where females are under-represented. The highest quartile is where the majority of females employed are placed, and this figure is representative of the higher-paid positions that these women hold. This runs in contrast to the overall picture within the UK, but stands to illustrate the non-frontline roles women generally hold within the security sector.

Aligned with our commitment to further increase the female representation in senior positions, and in the workforce as a whole, we are devising a Gender Pay Gap Policy that states our commitment and the actions we have taken and plan to take to achieve this. We will focus on promoting family-friendly initiatives, developing future leaders within our business and re-affirming our commitment to equal opportunities. This policy will achieve board-level approval.

We appreciate that the Gender Pay Gap is not a problem that is solved overnight, and by ensuring effective policies are in place, and reviewing those policies regularly we will make a sustained effort towards a 50:50 gender balance.

I can confirm that the above figures are true and accurate.

Michael Kingston
Chief Financial Officer

