

## ANDRON CONTRACT SERVICES LIMITED

### GENDER PAY GAP REPORTING – 2019/2020

At Andron we are committed to ensuring we have the right person doing the right job to enhance our service delivery to all our clients. At every recruitment opportunity, candidates are given equal consideration regardless of gender, or other categorisation.

We note that the gender pay gap reported shows the difference in average pay between men and women, but it does not measure equal pay which relates to what men and women are paid for the same or similar jobs of equal value. Given the weighting towards male employees in certain categories our gender pay gap reported is not unexpected and is something we will look for opportunities to address in the future.

<b>Gender Pay Gap:</b>	
Women's average pay is:	
<b>7%</b>	<b>2%</b>
<b>LOWER</b> (mean)	<b>LOWER</b> (median)

<b>Pay Quartiles:</b>	
How many men and women are in each quarter of the employer's payroll.	
Top quartile	
<b>46%</b>	<b>54%</b>
<b>MEN</b>	<b>WOMEN</b>
Upper middle quartile	
<b>39%</b>	<b>61%</b>

MEN	WOMEN
Lower middle quartile	
<b>37%</b>	<b>63%</b>
MEN	WOMEN
Lower quartile	
<b>26%</b>	<b>74%</b>
MEN	WOMEN

<b>Bonus pay:</b>	
Woman's bonus pay is:	
<b>89%</b>	<b>50%</b>
<b>LOWER</b> (mean)	<b>LOWER</b> (median)
Who received bonus pay:	
<b>11%</b>	<b>11%</b>
<b>OF MEN</b>	<b>OF</b> <b>WOMEN</b>