



GENDER PAY GAP REPORT 2023



Overview

At Afm we recognise the importance of transparency and accountability in addressing gender inequality in the workplace. AFM Facilities Limited are committed to providing industry leading training to all our staff and equal opportunities for career development.

This overview provides insight into our approach to gender pay reporting and highlights key findings.

Our gender pay gap report covers data from a snapshot in June 2023, capturing information on 515 employees across various roles and levels within the company. Of these employees 70.87% (362) are female and 29.71% (153) are male. By analysing both the mean and median hourly rates, as well as bonuses, we aim to gain a comprehensive understanding of gender pay differentials.

Our analysis has revealed several key insights into the gender pay gap at AFM Facilities Limited.

In the numbers presented, a positive % indicates a pay gap where males are paid more than females. A negative % indicates a pay gap where females are paid more than males. On a companywide level, there is a slight positive gender pay gap on the mean hourly rate of 2.53% but on the other hand the median hourly rate gap is only 0.92%.

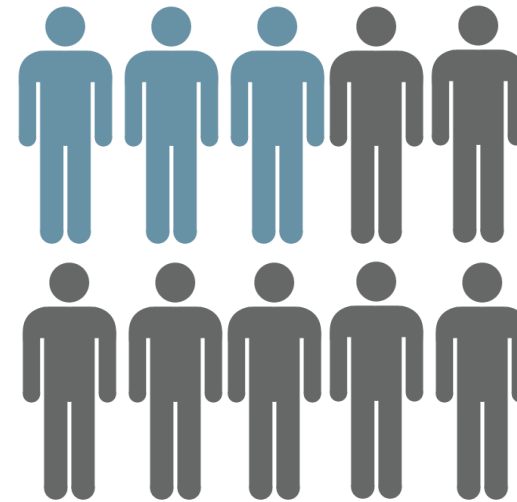
Few employees were paid bonuses, so there is Limited data for conclusions to be drawn.

At AFM Facilities Limited we are committed to provide a place of employment of equality and inclusion, where every employee has equal opportunities for career development, regardless of gender. By taking proactive steps to address gender pay disparities, we are working towards building a more equitable future for our workforce.

All employees 515



Female staff 362



Male staff 153

KEY FIGURES



	Mean	Median
Hourly Rate	2.53%	0.92%
BIK	0%	0%
Bonus	0%	0%

KEY FIGURES



Report 2023	Men	Women
Upper Hourly Pay Quarter	41.7%	58.3%
Upper Middle Hourly Pay Quarter	30.2%	69.8%
Lower Middle Hourly Pay Quarter	21.7%	78.3%
Lower Hourly Pay Quarter	36.7%	63.3%