

GENDER PAY GAP 2023 REPORT

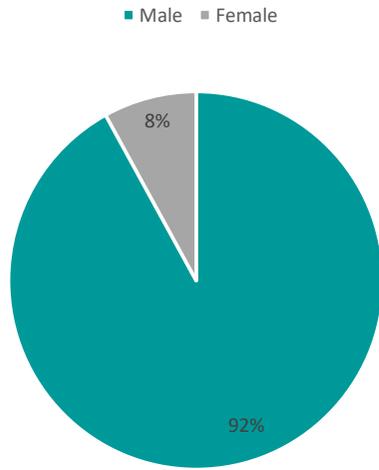


What is a Gender Pay Gap?

Organisations with more than 250 employees have been asked to report on their Gender Pay Gap across a range of metrics. The main focus of the Gender Pay Gap is to show the difference between the average hourly remuneration of men and women within the organisation. A negative pay gap indicates that on average, across all employees, females are in a more favourable position than males.

Gender pay is not the same as equal pay. Gender pay does not compare employees on the basis of their roles, job titles, length of service or experience. Instead, it looks at total remuneration and expresses any difference in remuneration between genders as a percentage.

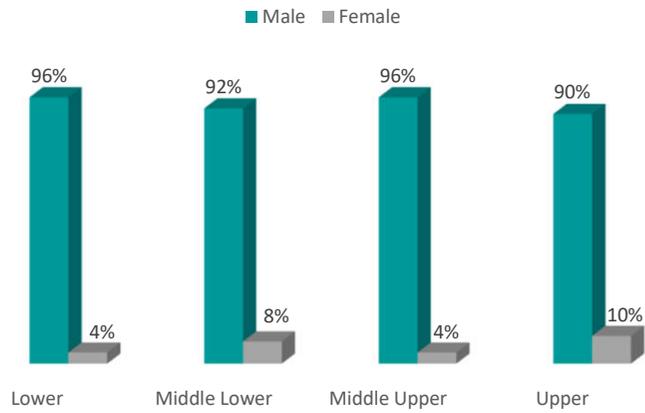
AMS Overall



AMS Full Time Staff

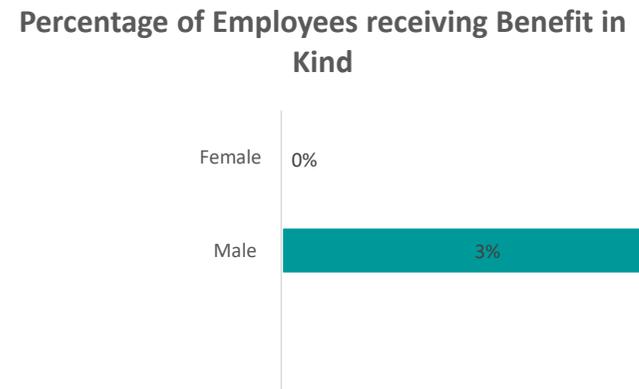
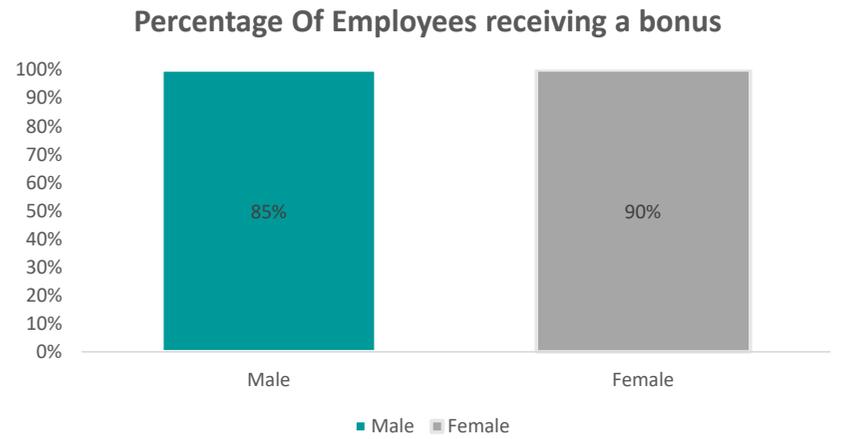
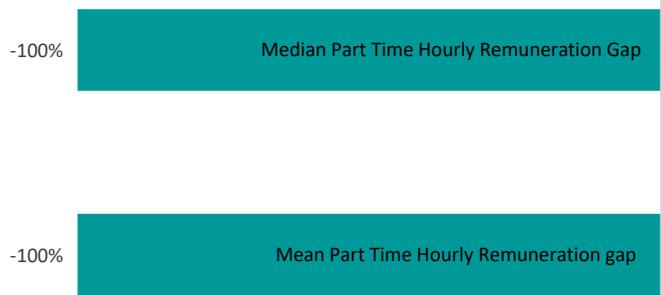
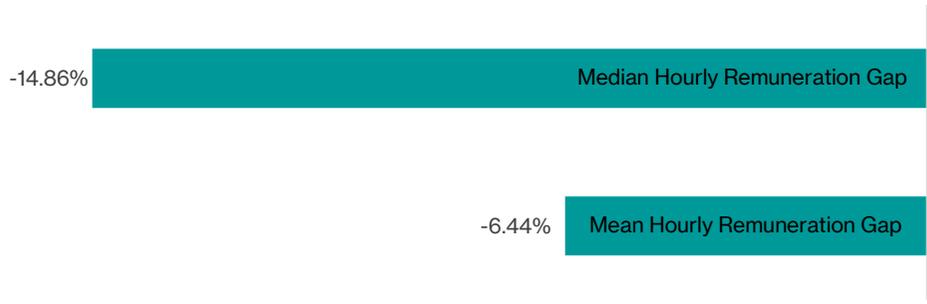


Pay Quartiles



AMS Part Time Staff





Our Results

Analysis indicates that a higher share of males in unskilled entry level positions relative to women, is the key driver of the gender pay gap in AMS. However, all directors are male.

The distribution of income in each quartile is primarily a reflection of the greater number of males who work in AMS.

All part time staff are female.

AMS strives to provide a positive, fulfilling work environment for all employees. Our aim is to provide long term, satisfying careers where every individual, at every level, has the opportunity to maximise their skills and evolve with the company. Continued efforts will be made to increase female participation at all levels and pay grades.

