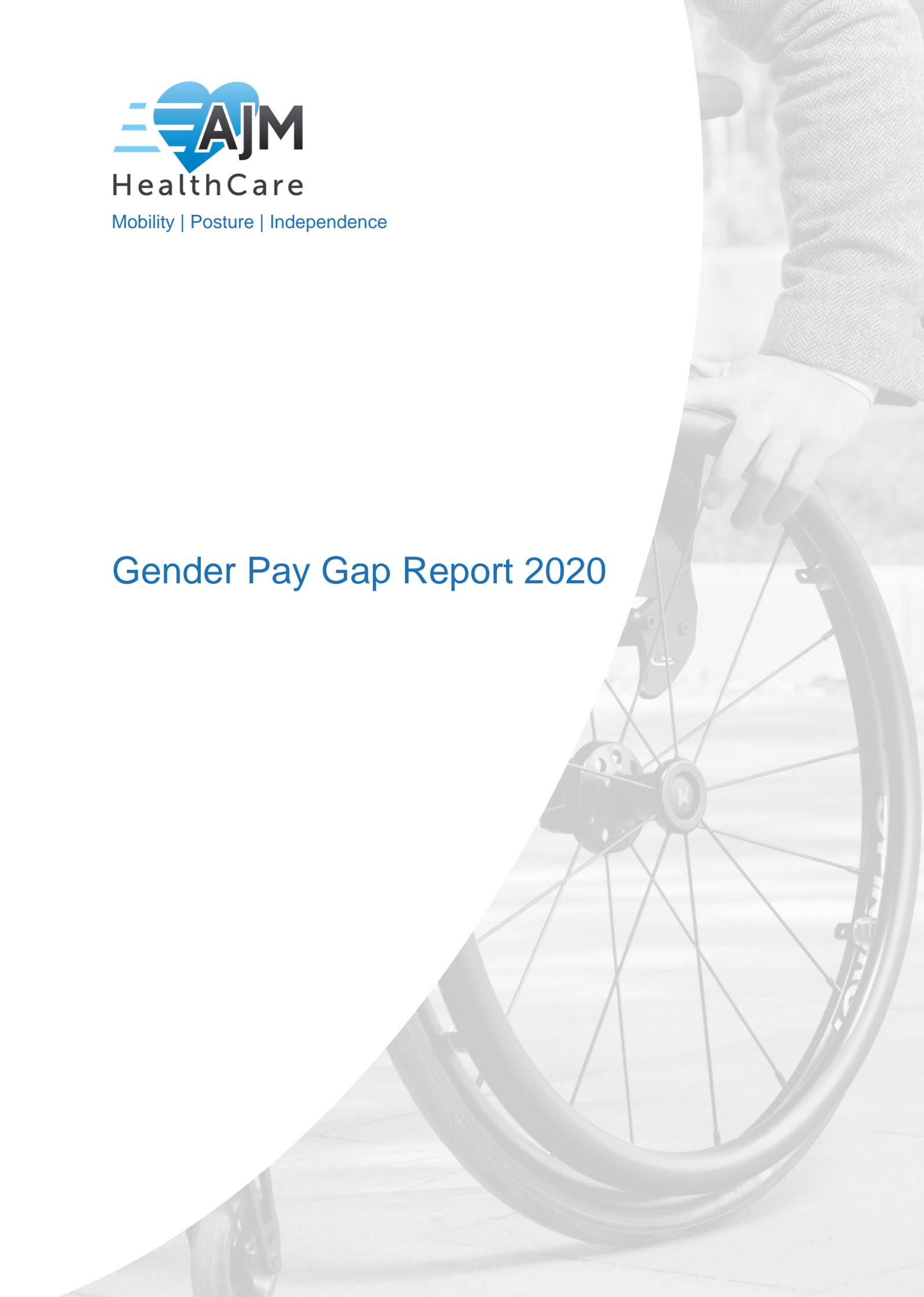




HealthCare

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Gender Pay Gap Report 2020



AJM Healthcare is an employer of around 280 people. The gender split of employees is 59% men and 41% women. Part of our strategy is to create a balanced and diverse workforce. The diversity of our people is an asset and what makes AJM Healthcare a great place to work for our employees. We need diversity to succeed as a company, especially as we work to deliver our mission to consistently provide a superior, quality-driven and continuously improving service, focused on our service users.

Our gender pay gap results

The statistics in this report are based on a snapshot date of 5th April 2020.

Pay: The Gender Pay Gap is the difference between men's and women's average hourly pay across AJM Healthcare, expressed as a percentage. Our pay gap results show that we have a negative result. We have a median pay gap of -6.26% and a mean pay gap of 4.40%. This shows that our approach to pay and equality works and that our policies and procedures are effective.



Bonus: Our bonus pay gap results show a positive result; the median bonus pay gap is 76.31% and the mean bonus pay gap is 86.91%. We understand why we have a gender bonus gap at AJM. It is mainly due to low female representation in leadership roles and a proportion of sales roles that no longer exist within the organisation as of late 2020. This means fewer women received a bonus over the period. 30.77% of male employees received a bonus payment during the year compared to 14.74% of female employees. Bonuses are awarded based on departmental, site and company performance and paid equally to the entire qualifying group regardless of gender.

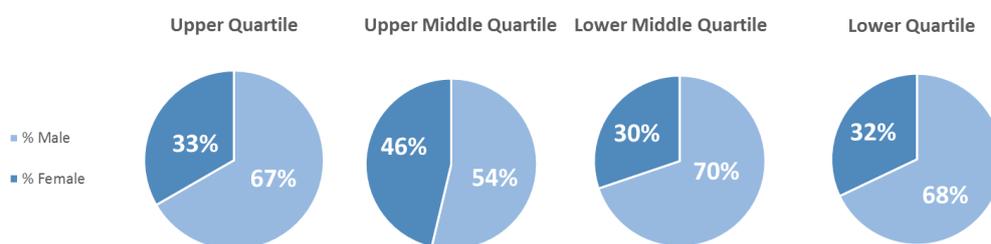


Pay quartiles: This shows the proportion of men and women in each pay quartile of our workforce. Our top quartile shows a higher proportion of men than the overall percentage population of men. This reflects the fact that there is a proportion of senior and executive roles that are occupied by men. AJM acknowledges this and has been working to improve the representation of women and we recognise we need to work to ensure women can progress through the organisation appropriately.

The upper middle quartile has a more even split and shows a higher proportion of females than the overall company split. This is reflective of the females in management roles such as clinical manager, clinical lead, service operations managers and head office functions, but also reflects the proportion of clinical staff that are female.

The lower middle and lower quartiles show that females are underrepresented, which is a reflection of the number of women in engineering roles which remains low.

The below charts show our gender split by pay quartile.



Summary

The nature of our business means we work in partnership with public sector organisations such as the NHS, the MOD and local government. This means that when we transfer employees into AJM we maintain their pay and terms and conditions of service under the TUPE regulations, at the snapshot date 32% of our workforce are on protected terms, which has some influence on pay levels. AJM has historically been an engineering-based business, which has been traditionally dominated by men. As the organisation has grown in recent years it has moved focus from just engineering and has developed into a healthcare and logistics provider. The organisation has seen an increase in females join the organisation in this time and continues to increase its female representation at all levels of the business. Within our workforce, 33% of our job roles are engineers, technicians, drivers and warehouse, job roles that have traditionally attracted men.

We ensure that our job roles are accessible to all and we review our salaries on an annual basis. We will conduct regular equal pay audits to identify and rectify any potential equal pay issues. Our equality, diversity and human rights policy underpins our approach and is supported by our training programme, which includes e-learning packages to ensure all our workforce are trained in the importance of equality and diversity. Our recruitment process has improved with the introduction of new systems and processes and we will continue to improve it. We use a range of sources to attract men and women. We welcome internal applications and promote

internal progression for all staff. We appoint and promote the right person for the job based on their skills regardless of their gender.

Our long-term ambitions

We will remain committed to equal opportunities for all employees. We will keep learning from and responding to the data to make improvements that add to our momentum. Whilst we are pleased with our gender pay gap results, we know there are some areas on which we could improve in terms of gender bonus pay. We remain committed to maintaining an even balance in gender pay and narrowing the bonus gap by balancing men and women across our organisation at all levels. We know that this will take time to achieve, however we are confident that we are on the right track as we recognise the importance of improving the gender diversity of our organisation.

Here are some of the actions we are going to take:

- Focus on recruitment practices for departments where gender balance is more challenging, such as technicians, drivers, stores and senior management.
- Ensure consistent representation of women at all levels throughout the organisation.
- Continue our promise to shortlist more women for management and senior management roles.
- Continue to regularly review pay.
- Build a talent pool that addresses the pipeline of women ready to move into supervisory and management roles.
- Continue to develop our attitudes to flexible working arrangements and promote our maternity, paternity and shared parental leave policies, all of which can support career progression.

Declaration

We confirm that the information and data provided in this report is accurate and in line with mandatory requirements.



Steve Peck

Managing Director