

# Gender Pay Gap Reporting 2025

Amtico is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2025.

The mean gender pay gap is: 2.59%  
The median gender pay gap is: 9.27%  
The mean gender bonus gap is: 17.83%  
The median gender bonus gap is: 32.62%

The proportion of males receiving a bonus is 47.73% and the proportion of females receiving a bonus is 85.08%

Band	Males	Females	Description
A	63.49%	36.51%	Includes all employees whose standard hourly rate places them at or below the lower quartile.
B	60.16%	39.84%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
C	75%	25%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
D	60.32%	39.68%	Includes all employees whose standard hourly rate places them above the upper quartile.

Amtico's workforce consists of 64.65% males and 33.35% females.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information)

I, Jason Shelley, HR Director, confirm that the information in this statement is accurate.

Signature *Jason Shelley*

Date 30 March 2026