

Gender pay gap report



Amano Technologies Ltd (Amano) gender pay gap has been calculated in line with Government regulations. The report is based on a snapshot of data as of 5 April 2024 and covers activities between April 2023 – March 2024.



Introduction:

The gender pay gap measures the difference in the average hourly earnings of men and women in the organisation. This is different from equal pay, which is the pay difference between men and women who do equal work.

As a company with 250 or more employees, we're required under the Equality Act 2010 to publish the gap in earnings between men and women. We submit our data to the Government; the report is also available on our website.

This is Amano's first annual gender pay gap report and we will use these results to assess:

- ▶ the level of gender equality in our workplace.
- ▶ the balance of male and female employees at different levels.
- ▶ how effectively talent is being maximised and rewarded.
- ▶ how effective our recruitment process is.

Gender pay gap reporting explained:

Gender Identity

Gender identity is often assumed based on the sex assigned at birth; however, gender is more complex and goes beyond the binary categories of 'men' and 'women.' We acknowledge that some individuals do not fit into these binary classifications and that a person's sex or gender may not always align with the sex or gender assigned at birth.

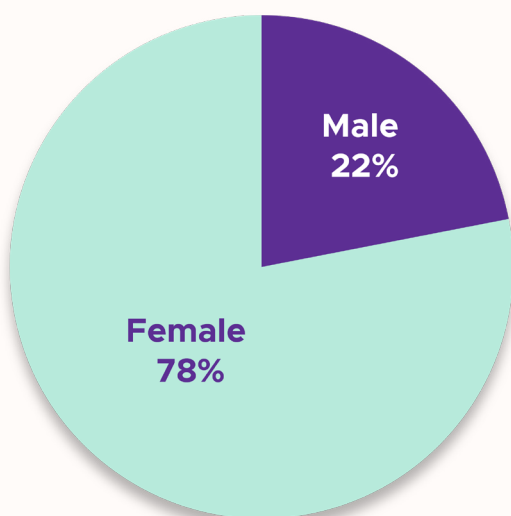
In compliance with current legislation, our gender pay gap report adheres to statutory requirements, which mandate reporting on a binary basis, comparing the pay of men and women. Consequently, our report does not differentiate pay data for colleagues with other gender identities.

Equal pay

It is important to note there is a fundamental difference between Gender Pay and Equal Pay. Equal Pay is men and women being paid the same for performing the same work. We are confident we pay men and women equally for work of equal value.

Amano's employee data: gender pay gap

Overall workforce composition



In this reporting cycle, women represented 78% of our Amano workforce. Men and women are paid equally for doing equivalent jobs across our business.

While we were not previously required to report, we have acknowledged the importance of fostering a more diverse and balanced workforce. Since 2021, our workforce composition has evolved from being entirely female to now including 22% male employees, and we strive to continue this progress.

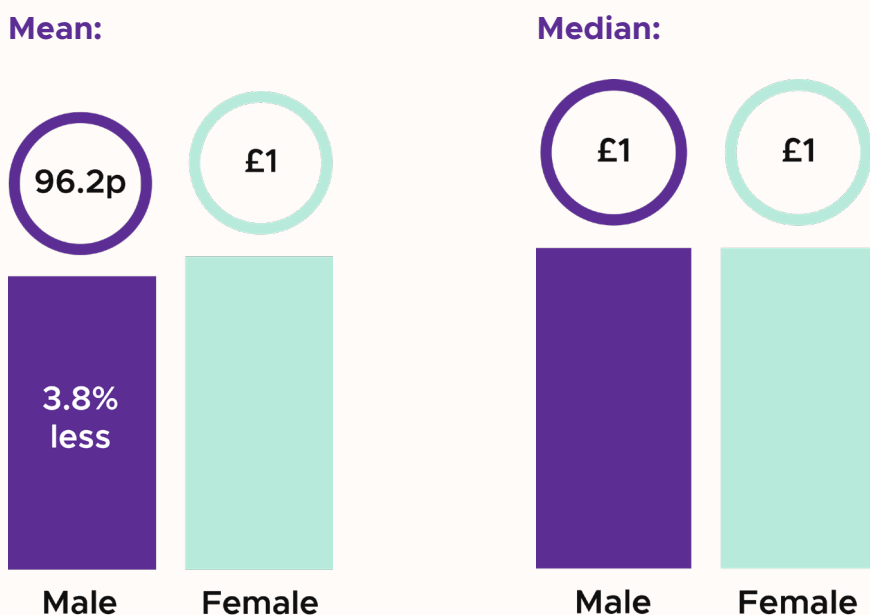
Many of our roles, such as Non-Medical Help (NMH) support roles, naturally attract more female candidates due to societal norms and gender-based expectations around caregiving and nurturing professions. Students also tend to be drawn to these positions for similar reasons, with women more likely to pursue roles that align with strengths in empathy, communication, and collaboration. Additionally, the flexibility of these roles makes them particularly appealing to those balancing academic and personal commitments.

Specialist support roles, often filled by professionals from teaching and psychology backgrounds, also have a higher proportion of women, while male employees in these roles tend to be older and opt for self-employment. We recognise this trend impacts our figures and remain committed to addressing it.

Amano's gender pay gap

1. Main gender pay gap figures

This is our annual gender pay gap report for the snapshot date of 5 April 2024:



This data shows that women were paid 3.8% more than men in 2024 at the mean calculation, and equal to men at the median. It is important to note that the mean (or average) may not be a fair representation of the data - the average is easily influenced by outliers and therefore we should also consider the median (middle point of the data set).

In this organisation:

- ▶ women earned £1 for every £1 that men earned (comparing median hourly pay).
- ▶ women made 74.2% of employees in the highest paid quarter, and 72.7% of employees in the lowest paid quarter.

2. Hourly pay

Mean gender pay gap

The mean gender pay gap is the difference between average hourly earnings of male and female employees within a company.

- ▶ In this organisation, women's mean (average) hourly pay was 3.8% higher than men's.

Median gender pay gap

The median gender pay gap is the difference between the midpoints in the ranges of men's and women's hourly rate pay. It takes all salaries in the sample, lines them up from highest to lowest, and uses the middle salary.

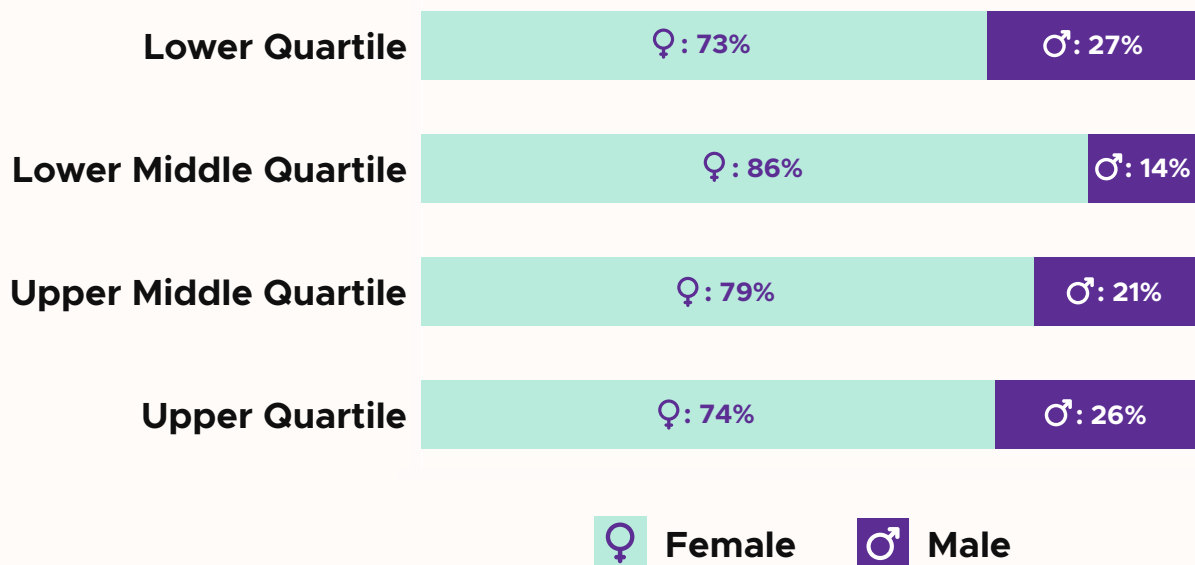
- ▶ In this organisation, women's median hourly pay was 0% lower than men's – this means they earned £1 for every £1 that men earn when comparing median hourly pay.

3. Pay quarters

In this organisation, women made up:

- ▶ 74% of employees in the upper hourly pay quarter (highest paid jobs).
- ▶ 79% of employees in the upper middle hourly pay quarter.
- ▶ 86% of employees in the lower middle hourly pay quarter.
- ▶ 73% of employees in the lower hourly pay quarter (lowest paid jobs).

Proportion of males and female in each pay quartile:



4. Bonus Pay

Performance-related bonuses are not paid for any roles within the organisation; therefore, no bonus-related gender pay gap data is reported.

5. What are we doing to address our gender pay gap?

These results are heavily impacted by our Non-Medical Help support roles with a disproportionate number of females compared to males, we are addressing this through our recruitment process to increase the number of male applicants. We acknowledge that our strategy needs to evolve to ensure that we attract a higher proportion of males into our organisation especially, and that we actively ensure our hiring managers reflect our strategic approach to diversity.

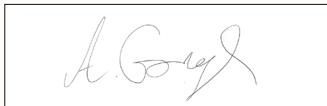
The overall pay gap is driven by workforce composition rather than pay inequalities. We are committed to reducing any identified gender pay disparity. However, Amano understands that this is a complex matter which may take a few years and the exploration of several actions to achieve the desired aims.

The action plan will form part of the Organisation's commitment to equality and diversity and will be implemented in line with internal policies that are relevant to this commitment.

Confirmatory statement

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

Signed:



Name: Andy Gough

Job title: Group Managing Director

Date of statement: 26th March 2025

Contact

Please direct any queries relating to this gender pay gap report to the People & Culture team by contacting them on hr@e-q-s.com.