

our 2020 gender pay gap report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

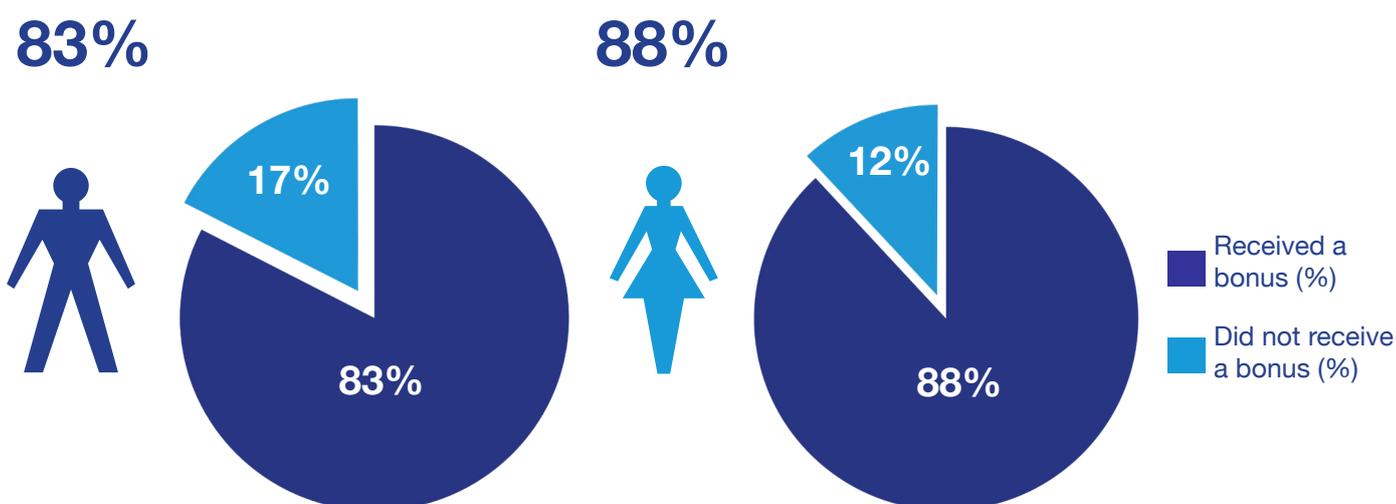
Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly fixed pay	-20%	-12%
Bonus paid	-13%	-21%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2019). It also captures the mean and the median difference between bonuses paid to men and women at NM ATM in the year up to 5th April 2019, i.e. for the 2018/19 performance year.

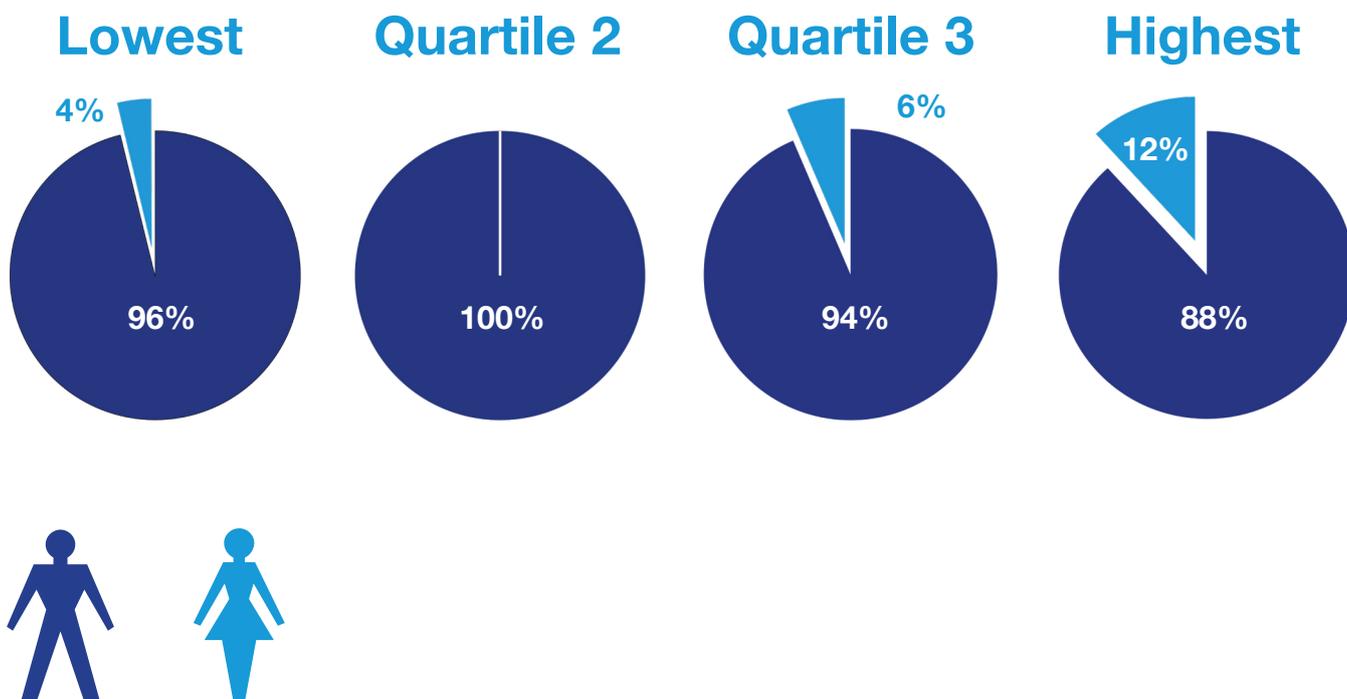
Proportion of colleagues awarded a bonus for 2019



This shows a **5.6%** difference between the number of men and women being paid a bonus for their performance in 2018/19.

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Pay Quartiles



In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we have produced this report to demonstrate the Gender Pay Gap within ATM Services Ltd. This Act requires all companies with over 250 employees to produce a report detailing the difference between the average pay of all women and men within the organisation. This is separate from Equal Pay, which covers pay for men and women performing the same role, and must be equal for men and women by law.

Mean and Median figures are unaffected by the gender balance in the workforce and show that, overall, women's salaries within ATM Services Ltd are higher than those of men. ATM Services Ltd is made up of a predominantly male workforce, which mirrors the overall private security sector in the UK. The women employed by ATM Services Ltd are generally employed in the higher paid and managerial roles.

A greater percentage (5%) of women than men were paid a bonus in 2019. This isn't seen as a negative just as a result of the way NoteMachine's annual bonus is paid. To qualify for the annual bonus an employee must have completed six months service, so this gap shows that a greater number of women were hired in the period June to November 2018 so did not qualify for the bonus payments.

The 2nd and 3rd quartiles are weighted disproportionately in favour of males due to the overall make up of the workforce within the organisation, where females are under-represented. The highest quartile is where the majority of females employed are placed, and this is representative of the higher-paid positions that these women hold. This runs in contrast to the overall picture within the UK, but stands to illustrate the non-frontline roles women generally hold within the security sector.

ATM Services Ltd has a clear policy on paying employees equally for the same or equivalent work, regardless of their sex so we are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent roles. Our aim is to drive towards a 50:50 gender balance by improving gender diversity, a commitment that is at the core of our talent management and succession planning.

I confirm that the data reported is accurate.

Grant Foley
Chief Financial Officer

