

Siamo Group

Gender Pay Gap Report

As an organisation with over 250 employees, Siamo Group is required to disclose its Gender Pay Gap and Bonus Gap information as at 5 April 2017.

The gender pay gap refers to the differences in the average pay between men and women. This is different to equal pay, which means that men and women must receive equal pay for the same or broadly similar work, work of equal value, or work rated as equivalent under a job evaluation scheme.

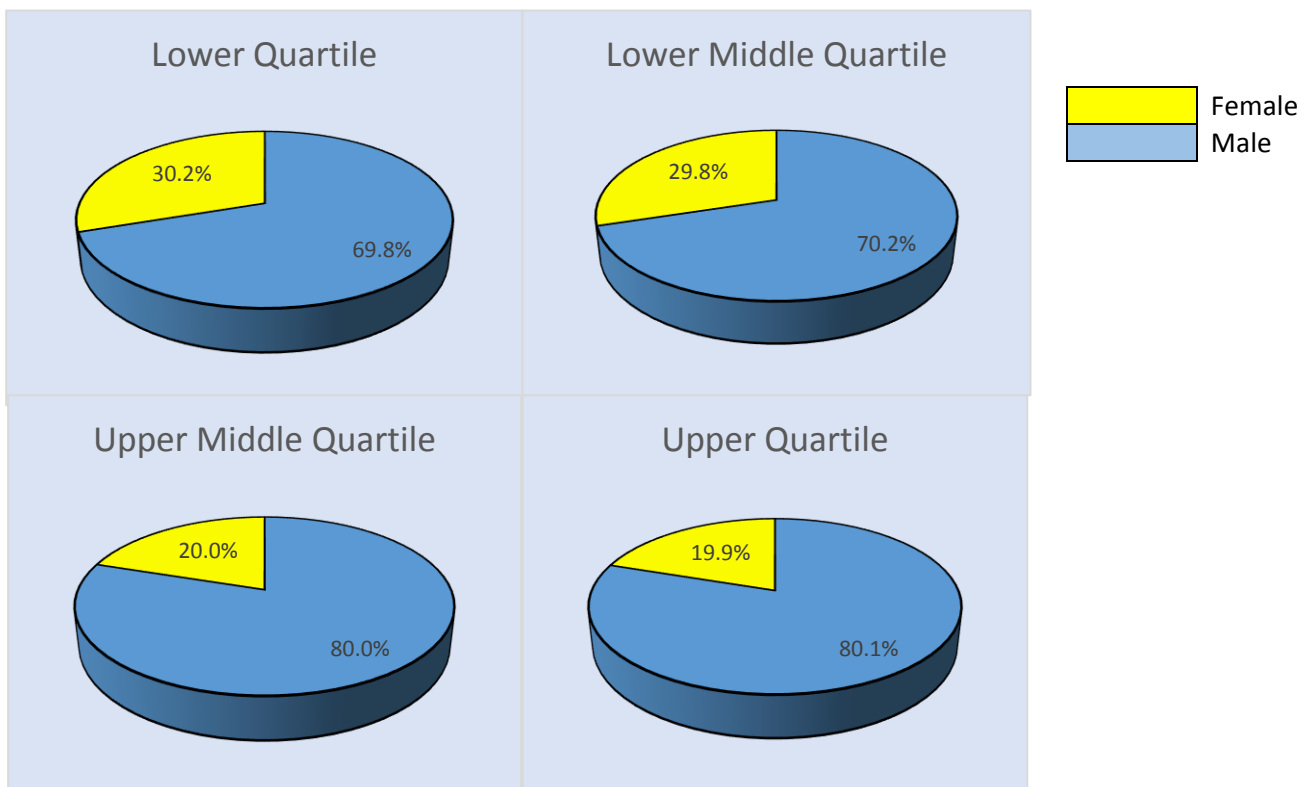
Difference in Pay and Bonus Pay

	Mean	Median
Difference in Pay Rate	1.6%	3.9%
Difference in Bonus Paid	65.6%	54.7%

Proportion Receiving Bonus Pay

Males	1.8%
Females	6.4%

Split of Males and Females across the Four Pay Bands



Summary

Siamo's median gender pay gap is 3.9% which is significantly lower than the national average, indicating that our pay gap between men and women is smaller than average.

We pride ourselves both on our diverse workforce, and also on offering our staff a number of flexible options to allow them to work in a way to best suit them. This flexibility has impacted our gender pay statistics to some extent as more women are working in part time roles and men are taking on supervisory roles and working evenings/weekends, resulting in a higher proportion of men sitting within the upper pay quartiles.

Siamo's median gender bonus pay gap is 54.7% which, although is greater than we would aim for, we do have a good understanding of the factors impacting this.

Firstly, at each level of our organisation there are significantly greater volumes of males than females. There is no exception at senior, executive and director level, and since this is the level at which the majority of bonuses are paid, the bonus pay gap is high.

Having said that, the proportion of females that get a bonus is 6.4% compared to 1.8% of males, due to there being significantly more staff at low levels which do not receive bonus pay.

Future

Following this analysis we have a better view of what our gap looks like and we are working hard to understand it and what implications it has on the males and females who work for us.

We will be continually looking to improve the way we work by enhancing the things we do well and addressing the areas we may need to do differently. This will involve;

- With our temporary workers, we will continue to offer flexibility but we will ensure that both genders are given equal opportunity to have supervisory roles and extra responsibility.
- At our senior and executive level roles we will continue to monitor the gender pay gap and ensure we have significant representation of women.
- We will look to review our bonus payment scheme to ensure that all staff, regardless of gender, are correctly rewarded for the job that they do.

I confirm that the information provided is accurate and was calculated using the methods as set out in the gender pay gap reporting legislation.

Tony Bucciero
Managing Director