

## What is gender pay gap reporting?

Our gender pay gap data.

From 2017 onwards, any UK organisation employing 250 or more employees must publicly report on its gender pay gap in six different ways; the mean and median gender pay gaps; the mean and median gender bonus gaps; the proportion of men and women who received bonuses; and the number of men and women according to quartile pay bands.

The gender pay gap shows the difference in the average earnings between all men and women in an organisation.

The mean gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

The median gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Gender pay gap reporting does not mean that organisations have to report on equal pay. Equal pay is about the differences in the actual earnings of men and women doing equal work. Knightsbridge AMS is an equal pay employer.

Knightsbridge currently have less than 250 workers.

06/04/2022 – 05/04/2023

### Mean Gender Pay Gap

Female to Male Ratio is 77.7:100

Women earn 78p, or 77.7p, for every £1 men earn when comparing mean hourly wages.

### Median Gender Pay Gap

Female to Male Ratio is 85.7:100.

Women earn 86p, or 85.7p, for every £1 men earn when comparing median hourly wages. No bonuses paid to women or men in this period. We do not include discretionary bonuses on our Calculations.

### Proportion of Women in each Pay Quartile

Quartile	Male
Upper	69.59%
Upper middle	40.55%
Lower middle	43.84%
Lower	44.93%

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Women occupy 30.41% of the highest paid jobs and 55.07% of the lowest-paid jobs.

## Knightsbridge AMS

Knightsbridge AMS Limited employees UK contractors and we are required to include their details within our Gender Pay Gap Reporting.

As most of the contractors source their own work solely or via a recruitment agency, Mutual Group Limited has little involvement in the rates that are agreed prior to commencing their employment with us.

Bridging the Gender Pay Gap Knightsbridge AMS are committed to employing, training and promoting the best possible employees, regardless of gender. We recruit, remunerate and promote our workforce based on skills and ability alone and irrespective of gender. We will continue to monitor the salaries and bonuses of all employees both in our head office and in the field. We will also continue to monitor the ratio of our male / female staff, particularly in head office and will monitor the same for the makeup of our management team. We are committed to developing our staff and promoting from within, based on skills and ability alone and regardless of gender. I can confirm that this report has been written in line with the Gender Pay Gap legislation and the figures contained within it are correct.

The statement confirms that the published information is accurate as at the time of publishing and is signed by Isma-il Musah a director of Knightsbridge AMS Limited.