

STATEMENT

Here at **ADVANCE** we take equality and diversity extremely seriously. We recognise that gender equality is an importance issue in any modern workplace, and that all employers should strive towards equal pay.

This report relates to the thousands of contract and temporary workers we employ.

Our employees work in a wide range of industries and sectors, performing different roles that attract differing levels of remuneration.

This goes some way to explaining some of the disparities highlighted in this report.

As a progressive employer, **ADVANCE** will continue to promote gender equality.



Shaun Critchley
Managing Director
Advance Contracting Solutions Ltd



DECLARATION

The information below relates to relevant employees of Advance Contracting Solutions Ltd on the snapshot date of 5 April 2017. We confirm that the information contained within this report is accurate and put together in compliance with Gender Pay Gap Reporting Requirements and The Equality Act 2010.

Mean and median gender pay gap

The mean pay gap is the difference in the average of men's and women's pay. The median is the difference in the midpoints in the ranges of men's and women's pay.

Mean	Median
-14%	-15%

Mean and median gender bonus gap

The mean bonus gap is the difference in the average of men's and women's bonus pay. The median is the difference in the midpoints in the ranges of men's and women's bonus pay.

Mean	Median
-35.6%	-83.9%

Proportion of men and women receiving a bonus payment

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2017.

Men	91.8%
Women	95.5%

Proportion of men and women in each pay quartile

This is the percentage of men and women employees in four quartile pay bands (dividing our workforce into four equal parts).

	UPPER MID	LOWER MID	LOWER
62%	82%	79%	84%
38%	18%	21%	16%
	MEN	WOMEN	