

GENDER PAY GAP

META MANAGEMENT SERVICES LIMITED (TRADING AS AKTRION PRINT/LOGISTICS/FM)

The gender pay gap is a measure designed to show the difference between the gross hourly earnings for all men in an organisation and the gross hourly earnings for all women. The below figures relate to all employees in a contract of employment; this includes a contract of apprenticeship or a contract personally to do work.

Currently the national gender pay gap in the UK – released by Office of National Statistics - stands at 18.1%, while Aktrion has found a 17.1% difference between male and female gross hourly earnings.

Publishing these initial findings is the first step in our plan to address pay gaps for different employee groups and follows a major audit into the salaries of Aktrion's entire UK workforce of people (which includes casual employees).

There are historical cultural issues that are applicable in this context, for example our print and logistics division has struggled to recruit women in senior positions due to a historical lack of women applying within these roles.

Due to the nature of our business there are various reasons for the difference in the pay gap. Briefly, these are as follows:

- The pay gap has been largely attributed to the under-representation of female employees in senior leadership/management roles and the under-representation of men in more junior positions.
- Due to contracts transferring (i.e. TUPE) from different outsourcing companies this creates a difference in pay for employees working at different customer sites.
- Customers influence the pay of employees.
- Terms – we offer our workforce different terms of engagement, ranging from zero-hour worker contracts, employment contracts and casual staff agreements.
- Larger numbers of men than women pursue careers within the industries that Aktrion operate.

This audit, as well as compulsory, is part of Aktrion's global, long-term commitment to promoting equality, diversity and inclusion through comprehensive strategies, communication, training and monitoring programmes. Aktrion believes that there are positive benefits that gender balance has on business outcomes. Aktrion remains committed to pursuing initiatives to improve gender balance and reduce its gender pay gap even further.

Our current initiatives include:

- Aspirational targets for the representation of women in leadership positions.
- Initiatives designed to support women's development and progression.
- Opportunities for open discussion and dialogue, with both men and women, about how the organisation can collectively support gender/dual-gender balance and overcome any barriers which may exist.
- Since 2014, Aktrion has focused on a range of measures to reduce the gender pay gap, such as training for senior managers, and the promotion and launch of shared parental leave for men and women.

Please note that we apply equal pay (this includes hourly pay) for equal work at the customer sites that we operate in. Also, the below statistics illustrate a difference in pay for different types of roles, jobs and part-time work etc. The above gender pay gap is not indicative of an equal pay issue, but it is the proportion and difference in pay across the board.

Aktrion hopes you have found the above narrative useful.

Mean and median pay and bonus		
	MEAN	MEDIAN
Gender Pay Gap	17.1%	12.7%
Gender Bonus Gap	-49.0%	-25.0%

Proportion of employees receiving a bonus			
MALE	32.8%	FEMALE	16.7%

Proportion of employees in each pay quartile		
PAY QUARTILE	MALE	FEMALE
Upper	91.9%	8.1%
Upper Middle	78.1%	21.9%
Lower Middle	71.4%	28.6%
Lower	66.2%	33.8%

Approved and signed by Legal Director