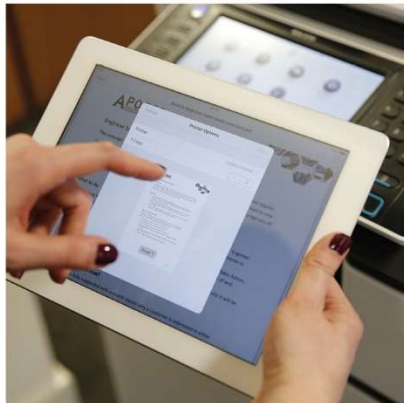
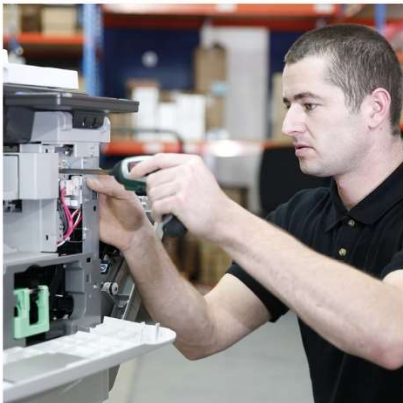




Gender Pay Gap Report 2018



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GENDER PAY GAP REPORT

As of April 2017, companies with more than 250 employees are required by law each year to publish figures showing the difference between the average earnings of male and female employees.

INTRODUCTION

Apogee is Europe's largest multi-brand provider of print, document and process technology and outsource services. Our reputation as the first choice provider for print and document technology and services is built on the unique approach we have taken to managed print services, pro-actively monitoring our clients to maximise their uptime, and the innovation we employ to maintain a portfolio of services which differentiate us.

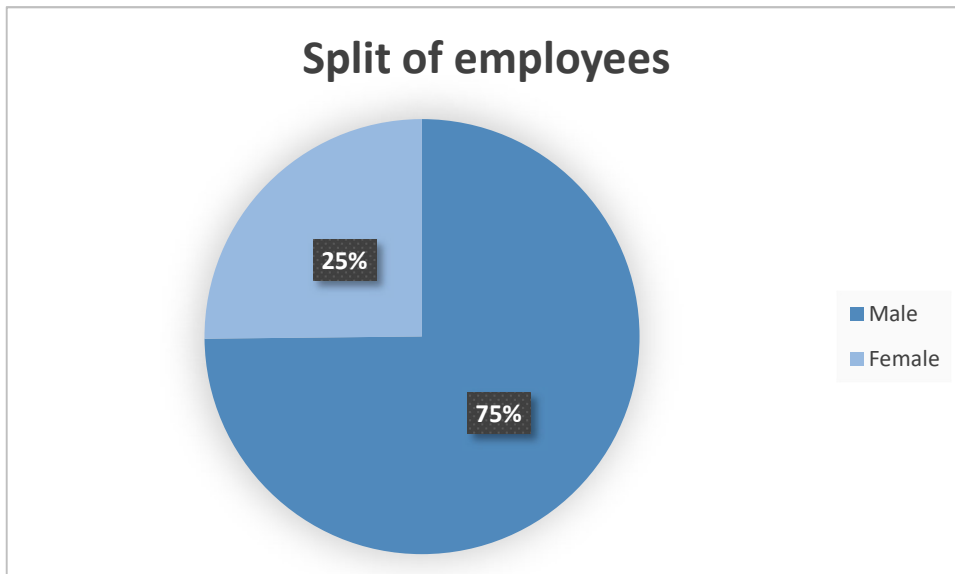
Apogee is a responsible corporate citizen. We are considerate of the impact of our activities in economic, social and environmental terms as deliver our best practice approach to clients through the following four steps:

-  Understand each client's print and document infrastructure and document activities
-  Develop a tailored solution to achieve their document and business objectives
-  Deliver fully-implemented to their expectations
-  Maximise the performance throughout its lifetime with pro-active care and continuous reviews

Our guiding principle is to operate a successful business in a way that is safe, sustainable and socially responsible, meeting the needs of our clients and helping to fulfil the aspirations of our people.

COMPANY OVERVIEW

We collated our snapshot data in as at 5th April 2018 and from this, excluded non-relevant employees (those not receiving full-pay/those not employed by us on the snap shot date). This left us with an included workforce demographic as follows:



UNDERSTANDING OUR PAY GAP

As at 5th April 2018 Apogee Corporation employed 25% females and 75% males. The Board of Directors consisted of seven staff – all of whom were male.

The nature of the sales and service industry we work in has resulted in more men holding sales, service and senior positions within the organisation which, in turn, has had an impact on our pay and bonus pay gap and means our average male salary is slightly higher than our average female salary.

Most Sales positions at Apogee have a salary package that includes a commission payplan based on the level of sales achieved by each individual. The basic salary for Sales roles is not dissimilar to other roles within the company but the average total pay is heavily influenced by the level of commission earned. As a result these roles attract a higher level of variable earning, which impacts our bonus pay gap significantly. The amount of commission and therefore total salary these performance based roles can achieve is not restricted in any way. In 2018 our sales staff consists of approximately 8% females and 92% males which is in line with 2017.

Our focus continues to be on our entire workforce and in the case of 5th April 2018 our mean pay gap has reduced by 8.7% from 32.1% in 2017 to 23.4% in 2018. We are continuing to focus on creating opportunities across our diverse operation.

NATIONAL STATISTICS

The Office for National Statistics has published (Oct 2018) the Gender Pay Gap (GPG) for all employee jobs in the UK 2018 which shows the Median GPG to be 17.9% and the Mean GPG to be 17.1%. They have also published the GPG for all employees within the sector that Apogee falls in (Office administration, office support and other business support) which shows the Median GPG to be 16.2% and Mean GPG to be 18.8%.

PAY GAP, MEAN AND MEDIAN

This is the difference in hourly pay of male and female included employees as per 5th April 2018 snapshot date and this is expressed as a percentage of the hourly pay of male included employees. This means that a positive number indicates men earn more than women; a negative number will mean the reverse. Pay is reported as both ordinary pay and bonus pay.

DEFINITIONS

Mean – The average value of the data set

Median – The middle value of the data set when the data is ordered

MEAN

	Mean
Pay Gap	23.4%

MEDIAN

	Median
Pay Gap	20.0%

BONUS PAY GAP, MEAN AND MEDIAN

This refers to the bonus pay paid to male and female relevant employees during the 12 month period to the 5th April 2018 snapshot date, expressed as a percentage of the bonus commission pay paid to male relevant employees.

The overall difference between the male and female percentages is due to the sales force being made up of approximately 92% males all of whom are on a commission bonus pay plan.

MEAN

	Mean
Bonus Pay Gap	81.8%

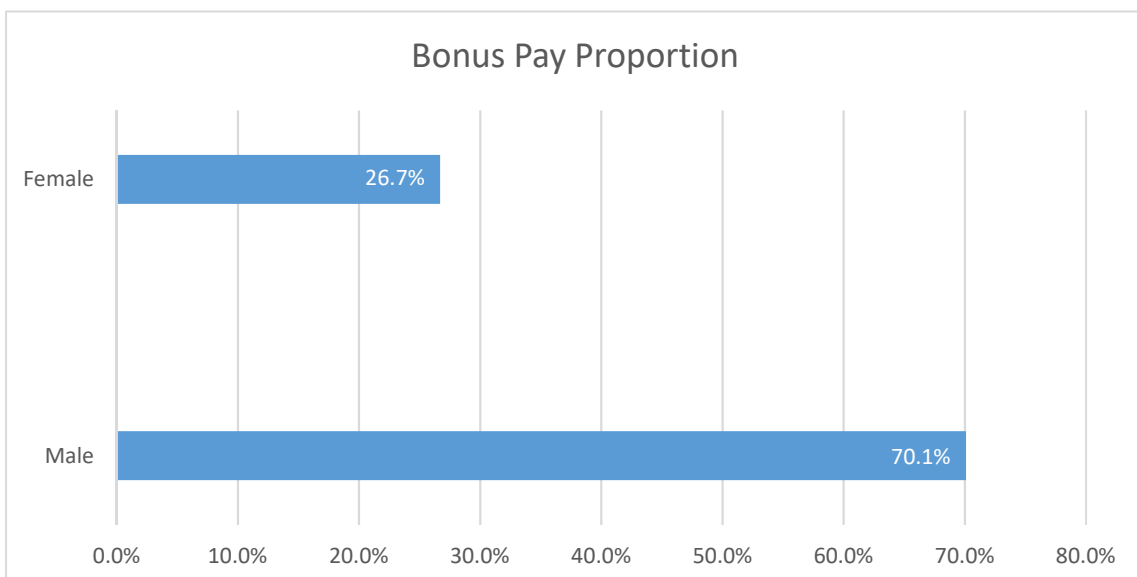
MEDIAN

	Median
Bonus Pay Gap	100%

BONUS PAY PROPORTION

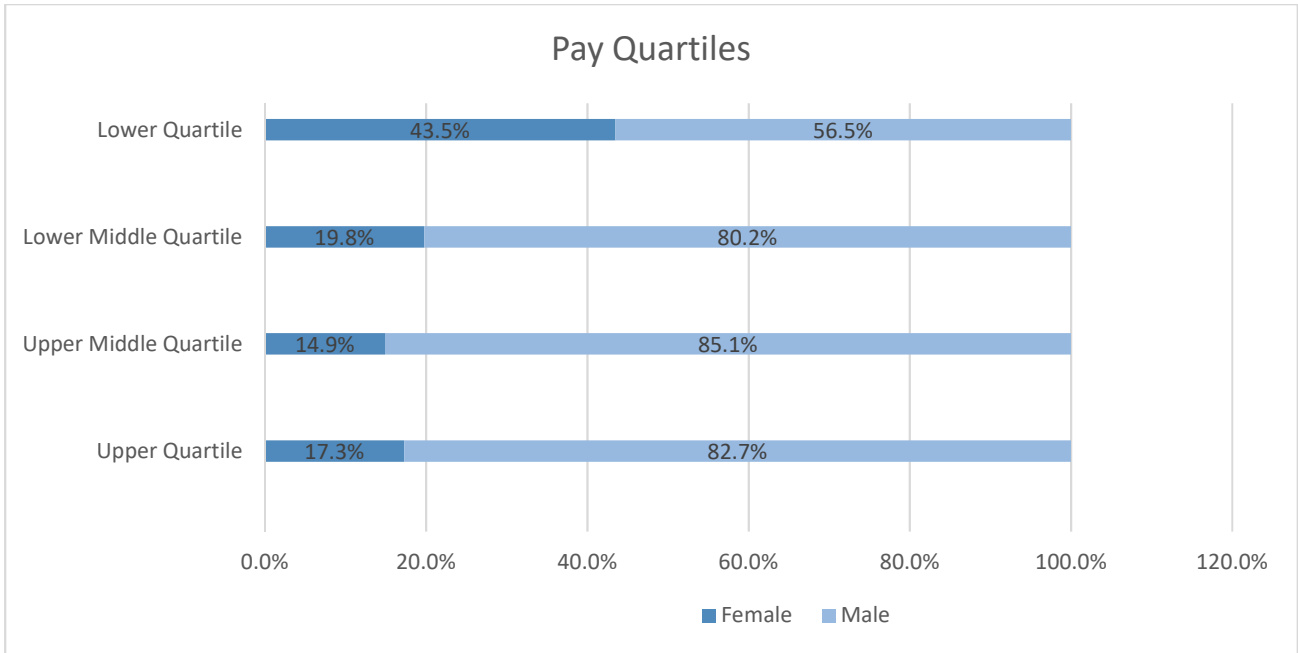
Bonus pay proportion refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus in the 12 months, expressed as a percentage of the female relevant employees.

The percentage of females receiving a bonus in the 12 months to 05.04.18 as increased from 22.0% in 2017 to 26.7% in 2018. Again the overall difference between the male and female percentages is due to the sales force being made up of approximately 92% males all of whom are on a bonus pay plan.



QUARTILES

This chart splits the workforce into evenly sized quartiles based on the ranking of all included employees from highest to lowest by hourly rate of pay as at the snapshot date of 5th April 2018. The number of full-pay males and females in each quartile is shown as a percentage of the total in the quartile.



OUR DECLARATION

I confirm that the data reported is accurate and meets the requirements of the Regulations stated in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

James Clark
Group Finance Director