



Gender Pay Gap Report 2019



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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 independent provider of print, document and process technology and outsource services. Our reputation as the first choice provider for multi-vendor print technology and service is built on the unique approach we have taken to Managed Services, pro-actively monitoring our clients to maximise their uptime, and the innovation we employ to maintain a portfolio of services which differentiate us.

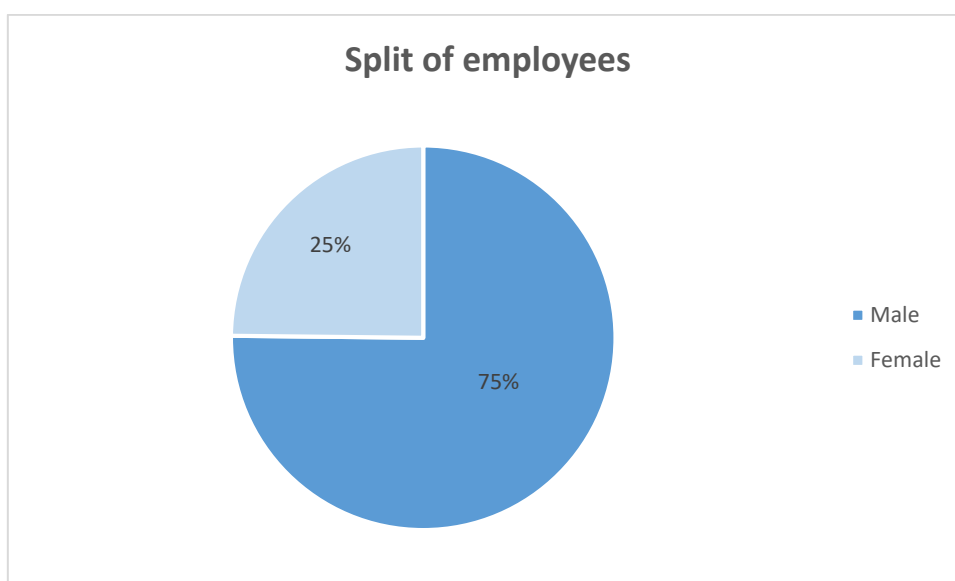
Apogee is a responsible corporate citizen. We are considerate of the impact of our activities in economic, social and environmental terms as deliver our best practice approach to clients through the following four steps:

- ▲ 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 2019 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 2019 Apogee Corporation employed 25% females and 75% males. The Board of Directors consists of eight staff – all of which are male.

The nature of the industry we work in has resulted in more men holding 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 higher than our average female salary.

Given the nature of most Sales positions, they attract a higher level of variable earning, most of which earn a similar basic salary but are then heavily influenced by commission, which impacts our bonus pay gap significantly. These performance based roles are not restricted in any way. In 2019 our sales staff consists of approximately 9% females and 91% males which is in line with 2018(2018 8% females and 92% males).

In the case of 5th April 2019 our mean pay gap has increased by 6.4% from 23.4% in 2018 to 29.8% in 2019. The increase is driven completely by updating our methodology to include commissions. With this taken into account the gap would have decreased by 0.3%. Our focus continues to be on our entire workforce and we are continuing to create opportunities across our diverse operation.

NATIONAL STATISTICS

The Office for National Statistics has published (Oct 2019) the Gender Pay Gap (GPG) for all employee jobs in the UK 2019 which shows the Median GPG to be 17.3% and the Mean GPG to be 16.2%. 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 18.7% and Mean GPG to be 19.4%.

PAY GAP, MEAN AND MEDIAN

This is the difference in hourly pay of male and female included employees as per 5th April 2019 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	29.8%

MEDIAN

	Median
Pay Gap	22.3%

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 2019 snapshot date, expressed as a percentage of the bonus commission pay paid to male relevant employees.

MEAN

	Mean
Bonus Pay Gap	79.6%

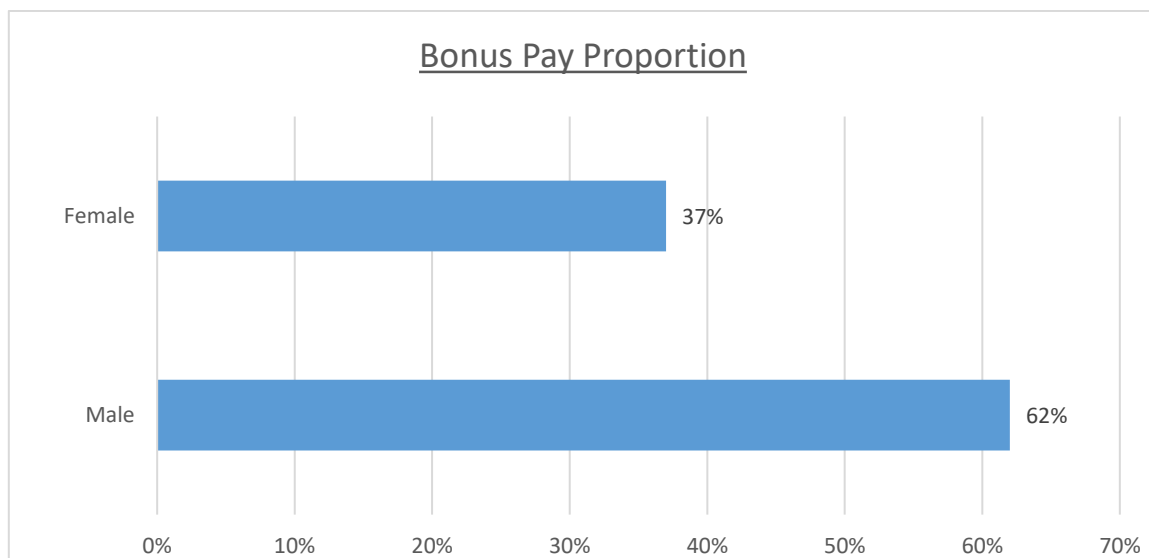
MEDIAN

	Median
Bonus Pay Gap	100%

BONUS PAY PROPORTION

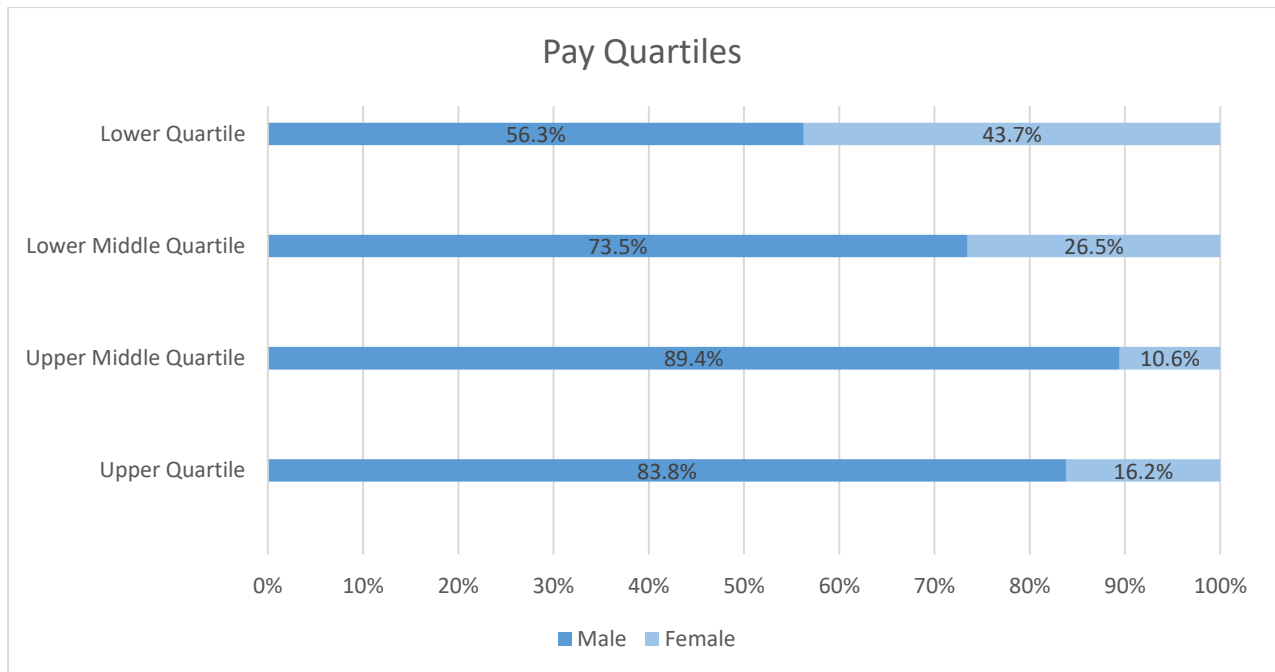
Bonus pay proportion refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus in the 12 months, expressed as a percentage of the female relevant employees.

The percentage of females receiving a bonus in the 12 months to 05.04.19 as increased from 26.7% in 2018 to 37.1% in 2019. The overall difference between the male and female percentages is due to the sales force being made up of approximately 91% males all of which are on a bonus pay plan.



QUARTILES

Organise workforce into evenly sized quartiles based on ranking of all included employees from highest to lowest by hourly rate of pay as at the snapshot date of 5th April 2019. Report on each quartile the number of full-pay male and females in each quartile 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