

Gender Pay Gap Report 2022



APOGEE
An HP Company

Introduction



“Fostering a culture of diversity, equality and inclusion has been integral to Apogee’s success but our work is far from done. We are continuing to break down barriers within Apogee by advancing equality, social justice, and support for our communities. It’s not just the right thing to do. It also makes us a stronger, more innovative, and better aligned with our clients’ values”

Aurelio Maruggi, Chief Executive Officer.

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. This report sets out the average earnings of male and female employees at Apogee Corporation on the 5th April 2022 and how we continue to address our gender pay gap.

Company Overview

Apogee help businesses work smarter and work safer, in a more sustainable world. As Europe’s largest multi-brand provider of Managed Workplace Services, Apogee is devoted to streamlining how organisations operate. An independent subsidiary of HP Inc., Apogee combines its thirty years of experience with the advantage of being part of one of the world’s leading technology companies. This union with HP offers instant access to the latest innovation, all supported by our market-leading service operations.

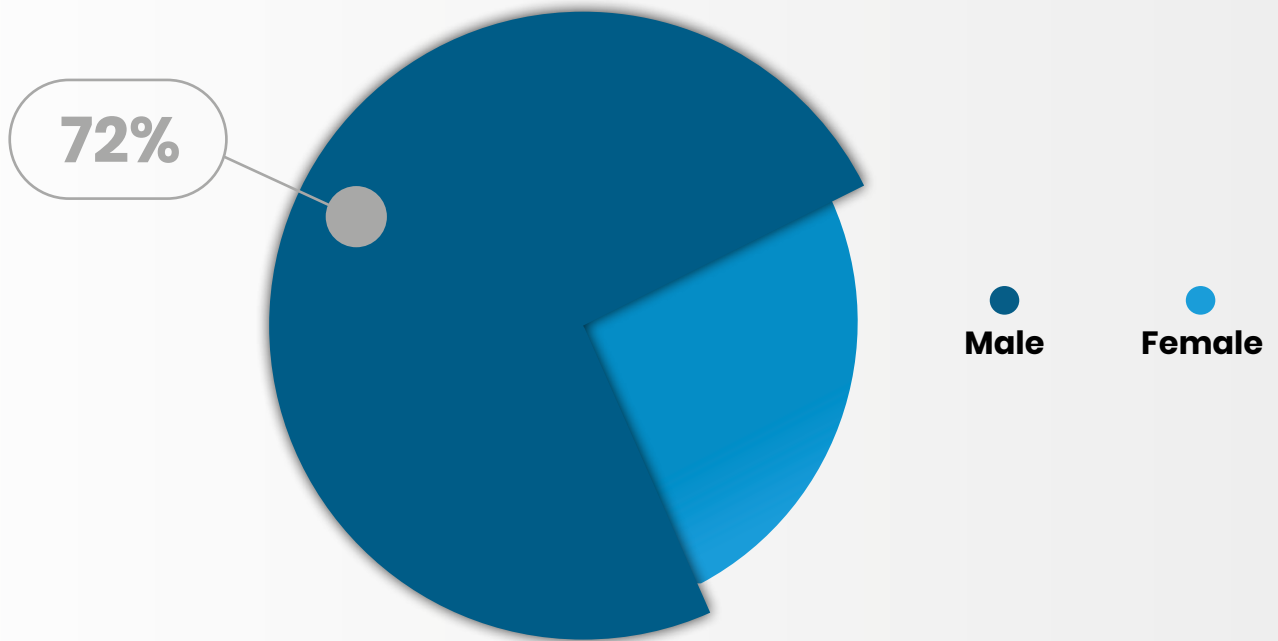
Our guiding principle is to operate a successful business in a way that is safe, sustainable and socially responsible, meeting the needs of our clients and helping to fulfil the aspirations of our people.



Gender Composition

We collated our snapshot data as at 5th April 2022, which highlights our workforce gender demographic as follows:

Percentage of male & female employees



Understanding Our Pay Gap

As at 5th April 2022 Apogee Corporation employed 28% females and 72% males, which included two female board directors (out of a board of 10 executive leaders).

Managed print services has traditionally been an industry, in which more men than women, have chosen to work in, creating a larger talent pool of male candidates. Therefore, this has resulted in a higher percentage of male employees within the organisation, including at more senior levels. Consequently, this has had a significant impact on our pay and bonus pay gap.

In addition, we have a greater percentage of male employees in our sales workforce, which typically attracts a higher level of variable earnings, due to the commission structure in place. On the 5th April 2022 our sales workforce was made up of approximately 22% females and 78% males, which has impacted on our bonus pay gap.

Importantly, as of the 5th April 2022 our mean pay gap has decreased by 7.6% from 36.6% in 2021 to 29.0% in 2022. The decrease is driven mostly by the point in time nature of the analysis and the impact commissions being paid in April 2022 has had on the calculations as well as the increase in the number of females employed by Apogee, including the increase of women in senior positions. Our focus continues to be on our entire workforce and we are continuing to create greater opportunities for career advancement to facilitate further diversity across all areas of the business.

Pay Gap, Mean and Median

This is the difference in hourly pay of male and female employees as per 5th April 2022 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.

Mean

The average value of the data set

Median

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

Mean Pay Gap

29%

Median Pay Gap

12.5%

Bonus Pay Gap, Mean and Median

This refers to any bonus pay paid to male and female employees during the 12 month period to the 5th April 2022 snapshot date. This has been expressed as a percentage of the bonus and commission pay paid.

Mean Bonus Pay Gap

76.4%

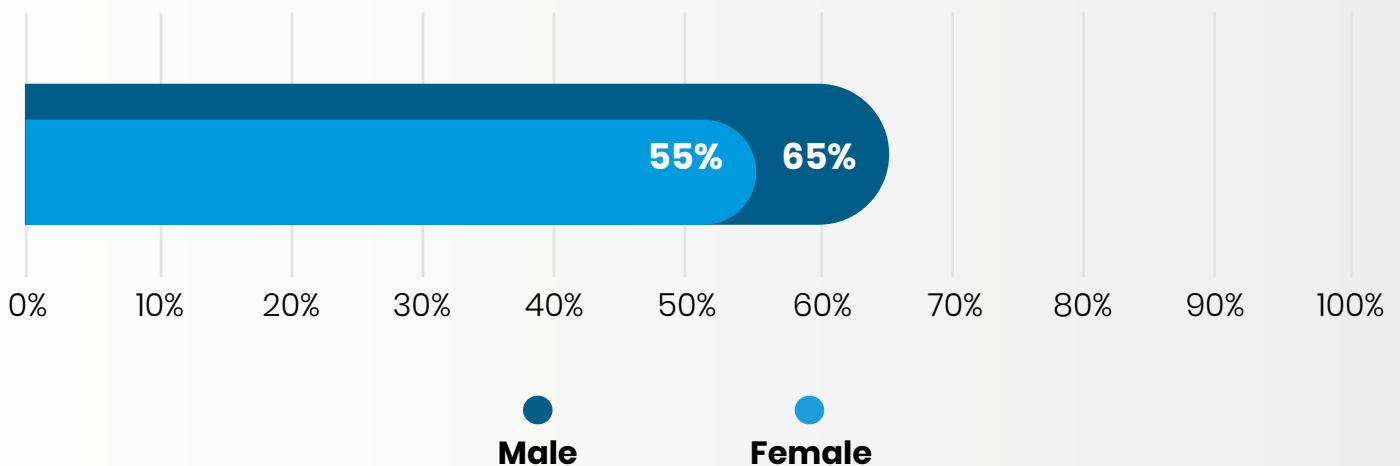
Median Bonus Pay Gap

71%

Bonus Pay Proportion

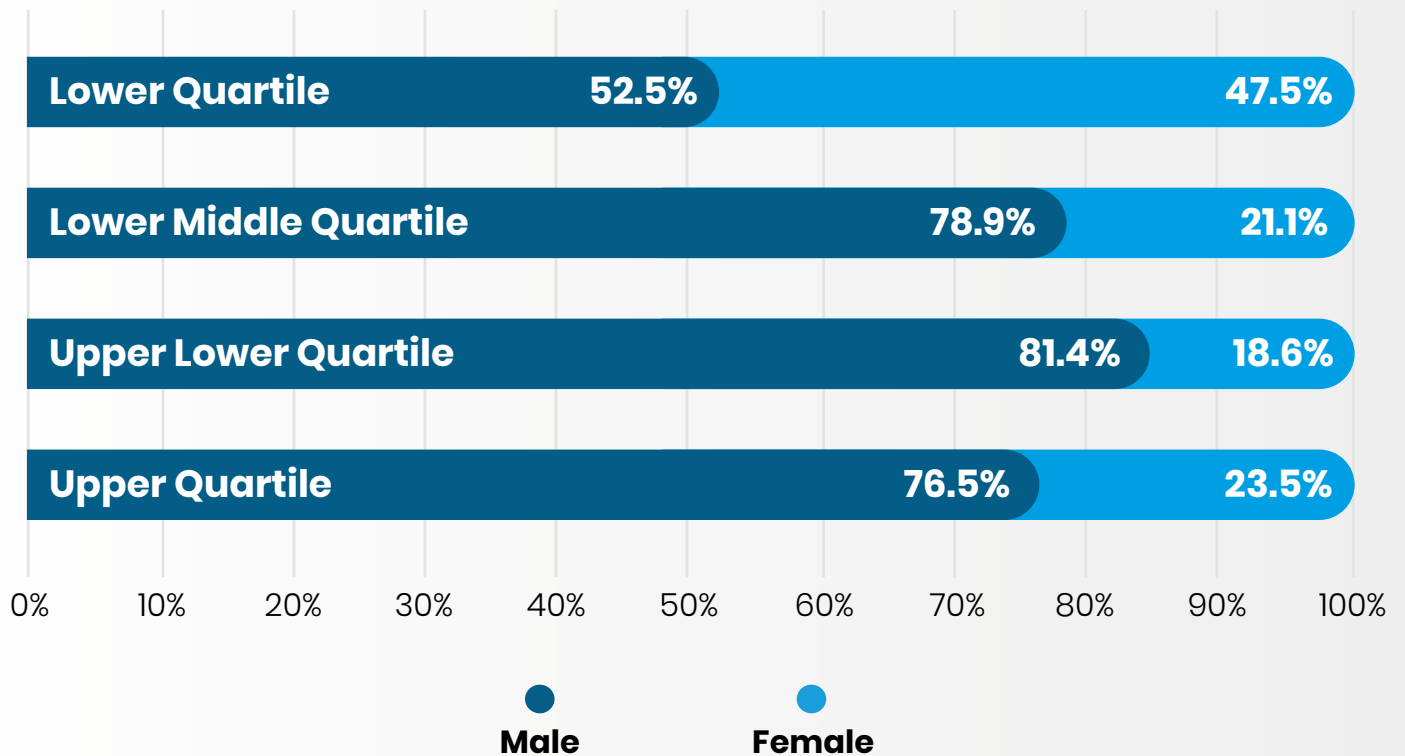
Bonus pay proportion refers to male employees who received a bonus in the 12 months, expressed as a percentage of the male employees and female employees who received a bonus in the 12 months, expressed as a percentage of the female employees.

The percentage of females receiving a bonus in the 12 months to 5th April 2022 has positively increased from 53.1% in 2021 to 55.2% in 2021. The overall difference between the male and female percentages is due to the sales workforce being composed of approximately 78% males, all of which are on a bonus pay plan.



Quartiles

Pay quartiles organise our workforce into evenly sized quartiles based on ranking of all employees from highest to lowest by hourly rate of pay as at the snapshot date of 5th April 2022. The report on each quartile is the number of male and females in each quartile as a percentage of the total in the quartile.



Summary



"Apogee Corporation is on a journey to improve its' gender pay gap. Year on year we have demonstrably increased the diversity of our workforce, including increasing the number of female employees in the overall workforce and females holding more senior positions within the organisation. We have managed to do this through attracting more diverse candidates as well as providing greater opportunities for career advancement for all employees. We take this very seriously and continue to strive to make improvements in all areas of equality, diversity and inclusion across the whole organisation."

Marion Brooks, Chief People Officer.

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.

Samantha Jackson
Chief Financial Officer

Samantha Jackson
Samantha Jackson (Apr 6, 2023 14:15 GMT+1)

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Final Audit Report

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