



Gender Pay Report 2023



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.

This report sets out the average earnings of male and female employees at Apogee Corporation on the 5th April 2023 and how we continue to address our gender pay gap.

Company Overview

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:

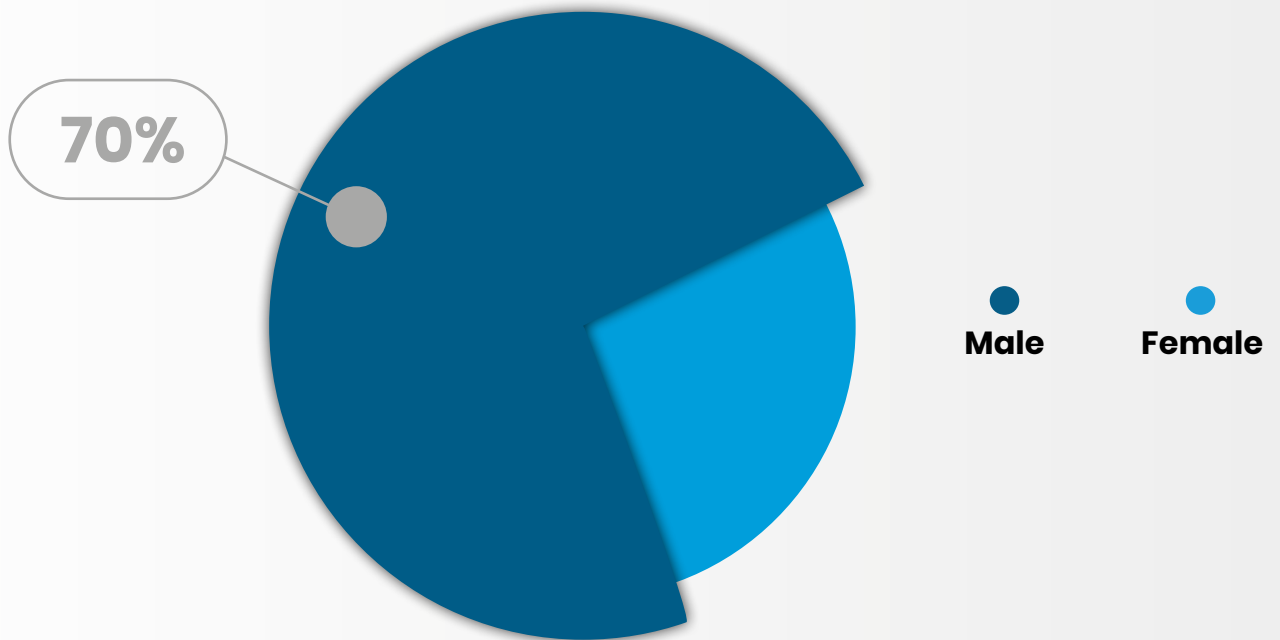
- Understand each client’s print and document infrastructure and document activities
- Develop a tailored solution to achieve their document and business objectives
- Deliver fully-implemented to their expectations
- Maximise the performance throughout its lifetime with pro-active care and continuous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

Gender Composition

We collated our snapshot data as at 5th April 2023, which highlights our workforce gender demographic as follows:

Percentage of male & female employees



Understanding Our Pay Gap

As at 5th April 2023 Apogee Corporation employed 30% females and 70% males, which includes 40% females at board level. This has increased by an overall of 2% from 2022 (up from 28% in April 2022) and by 15% at board level (up from 25% in April 2022).

Managed print services has been a traditionally male dominated industry hence this has resulted in more men working and 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.

In addition, we have a large and male dominated sales workforce, which typically attracts a higher level of variable earnings, due to the commission structure in place. This also has an impact on our bonus pay gap. On the 5th April 2023 our sales workforce was made up of approximately 17% females and 83% males. Importantly this has increased by 5% year on year.

Importantly, as of the 5th April 2023 our mean pay gap has decreased by 2%, 29.0% in 2022 to 27.2% in 2023. The decrease is driven mostly by the point in time nature of the analysis and the impact commissions being paid in April 2023 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 2023 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.

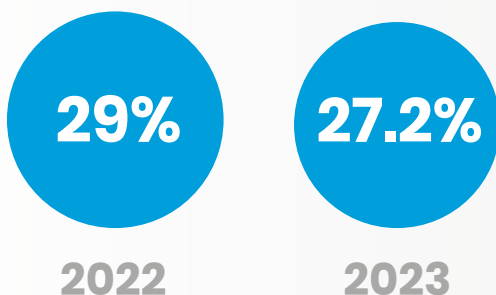
Mean

The average value of the data set

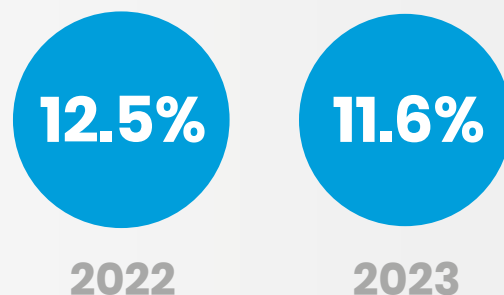
Median

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

Mean Pay Gap



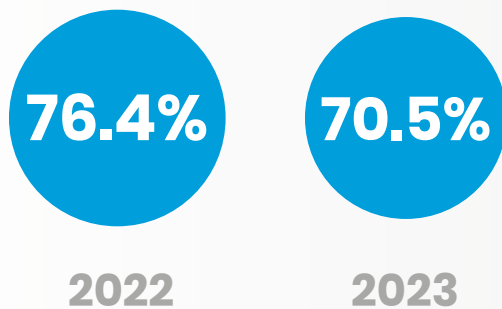
Median Pay Gap



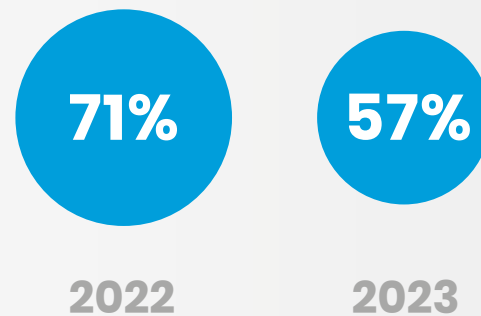
Bonus Pay Gap, Mean and Median

This refers to the bonus pay paid to male and female relevant employees during the 12 month period to the 5th April 2023 snapshot date, expressed as a percentage of the bonus and commission pay paid to male relevant employees.

Mean Bonus Pay Gap



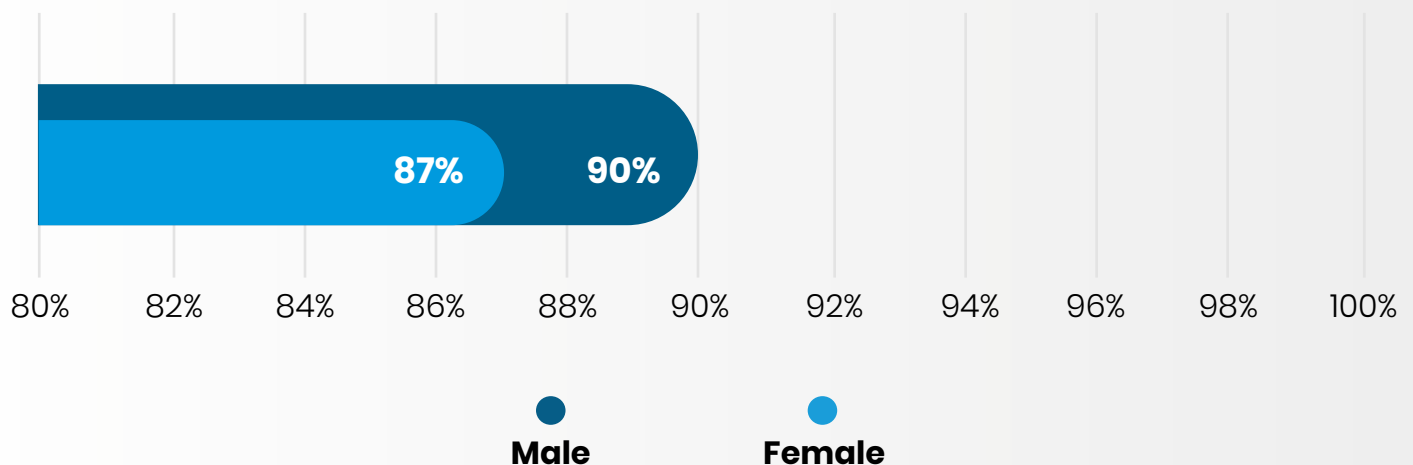
Median Bonus Pay Gap



Bonus Pay Proportion

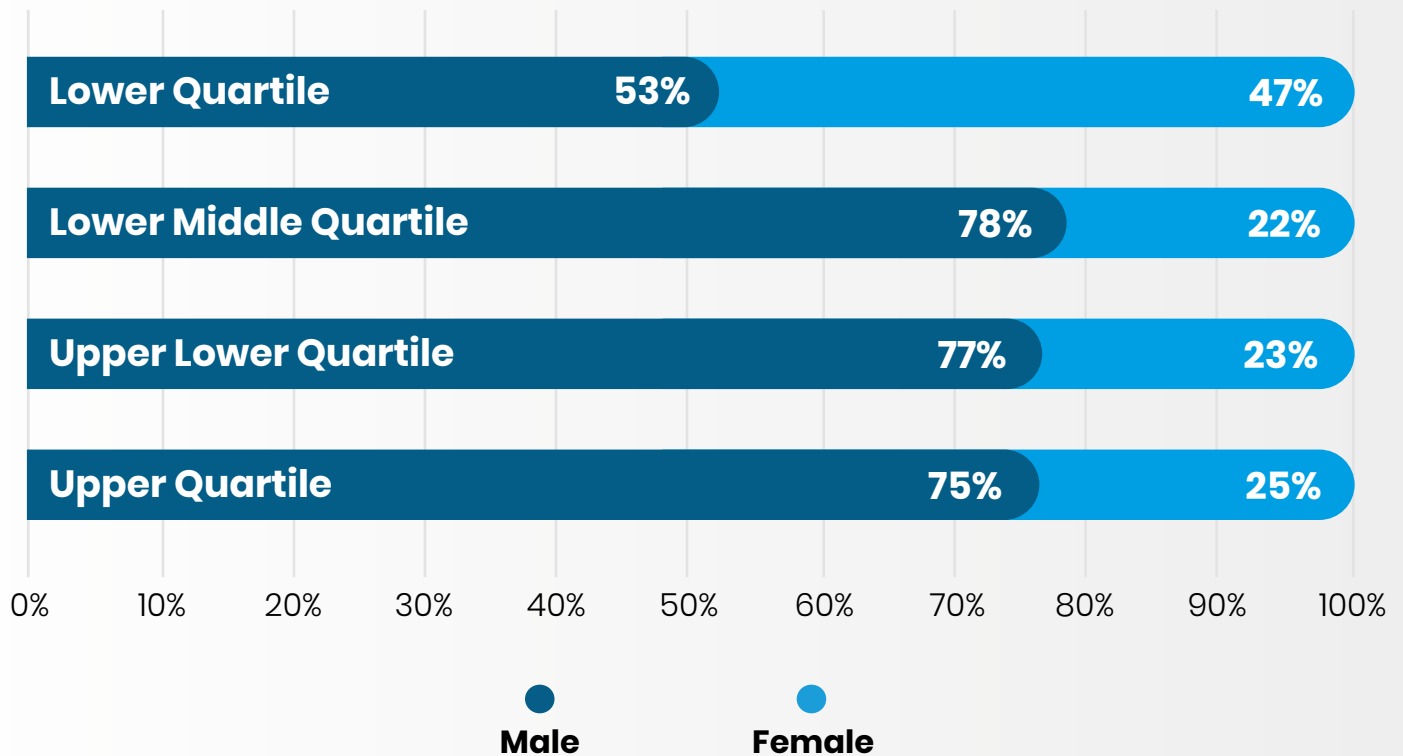
Bonus pay proportion refers to male relevant employees who received a bonus in the 12 months, expressed as a percentage of the male employees; female employees who received a bonus in the 12 months, expressed as a percentage of the female employees.

The percentage of females receiving a bonus in the 12 months to 5th April 2022 has positively increased from 55.2% in 2022 to 87.3% in 2023. The significant rise is due to a one off bonus for all employees. The overall difference between the male and female percentages is due to the sales workforce being composed of approximately **83%** 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 2023. Report on each quartile the number of full-pay 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

Signature: 
Samantha Jackson (Feb 20, 2024 09:31 GMT)

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Gender Pay Gap Report 2023

Final Audit Report

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