

# Gender Pay Gap Report 2024



## Introduction

This report sets out the average earnings of male and female employees at Apogee Corporation on the 5th April 2024 and how we continue to address our gender pay gap.

## Company Overview

At Apogee Corporation, we redefine what is possible in workplace services, combining over 30 years of expertise with the dynamic innovation of being an independent subsidiary of HP Inc. This unique partnership allows us to deliver seamless IT and workplace solutions that empower organisations of all sizes to work smarter and achieve more.

Our **Winning Aspiration** drives everything we do: **"We are the first-choice Workplace Services Provider for customers and their employees. We do this through creating a seamless work experience, enabling them to be their most productive wherever they work."**

Central to our success are our **Company Core Behaviours**:

- **Customer First:** Customer First is about ensuring our products, services and decision-making are focused on our customers' unmet needs as a priority.
- **Be Accountable:** Being Accountable is about taking ownership of responsibilities, which in turn fosters trust, reliability and a positive organisational culture.
- **We Win Externally:** To Win Externally, we must be curious and intentional with our decisions, ensuring we consistently deliver value and remain focused on our customers.
- **Operational Excellence:** Operational Excellence will ensure we deliver the ultimate customer experience, by continuously optimising our processes and enhancing efficiently.
- All underpinned by our commitment to **Integrity**, which defines who we are.

Our progressive culture is built on values that matter: **Passion, Courtesy & Respect, Inclusivity, Knowledge, People, and Flexibility.** At Apogee, we champion diversity and inclusion, creating an environment where bold ideas thrive, collaboration is celebrated, and every voice is heard.

With cutting-edge solutions, a future-focused mindset, and a people-first approach, we are more than a service provider—we are a catalyst for transformation. Together with our team, customers, and partners, we are shaping the future of work, one innovation at a time.

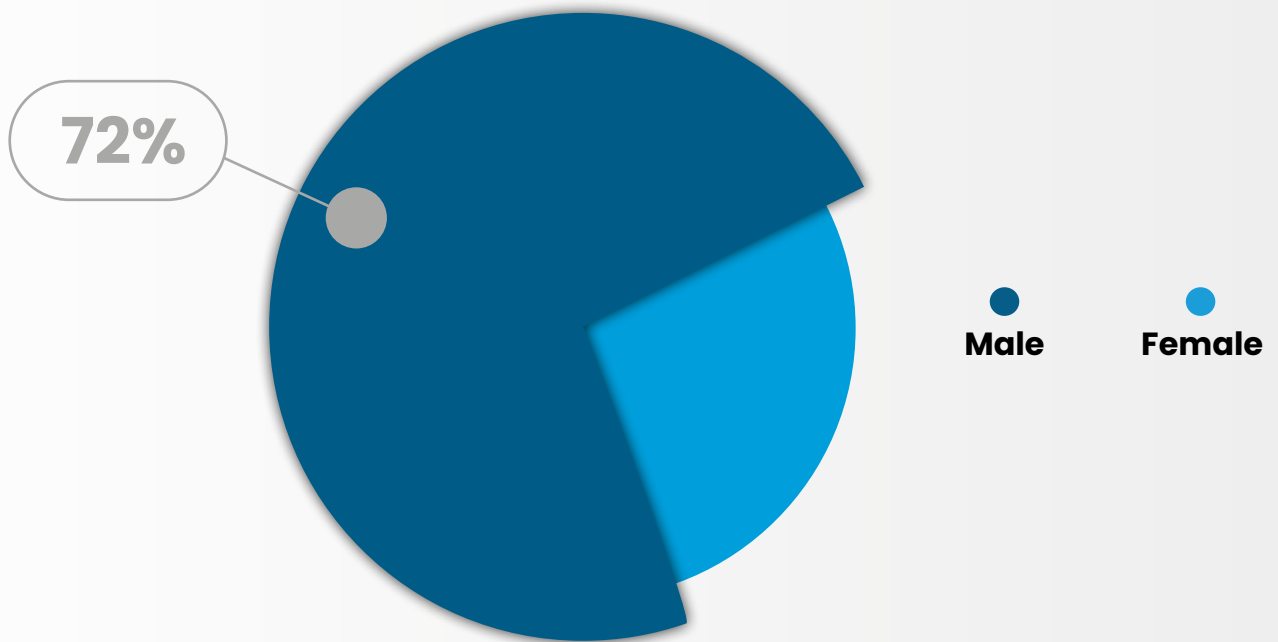
This is not just about meeting today's needs—it is about driving progress, challenging limits, and creating what is next.



## Gender Composition

We collated our snapshot data as at 5th April 2024, which highlights our workforce gender demographic as follows:

Percentage of male & female employees





## Understanding Our Pay Gap

As at 5th April 2024 Apogee Corporation employed 28% females and 72% males, which includes 30% females at board level.

Managed print services has been a traditionally male dominated industry for a number of reasons, hence this has resulted in a higher percentage of males in our workforce and as such holding more senior positions due to the higher ratio of male to females from a talent pipeline perspective. As a consequence of this, this additionally had an impact on our pay and bonus pay gap and means our average male salary is higher than our average female salary.

Moreover, we have a large and male dominated sales professional 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 2024 our sales workforce was made up of approximately 16% females and 84% males.

Importantly though, as of the 5th April 2024 we are pleased to confirm that our mean pay gap has decreased by 13.8% in 2023 to 13.4% in 2024. The decrease is driven mostly by the point in time nature of the analysis and the impact commissions being paid in April 2024. Our focus continues to be on our entire workforce and we are continuing to work on our employer brand to attract a more diverse workforce and to create greater opportunities internally for career advancement in order 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 2024 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.

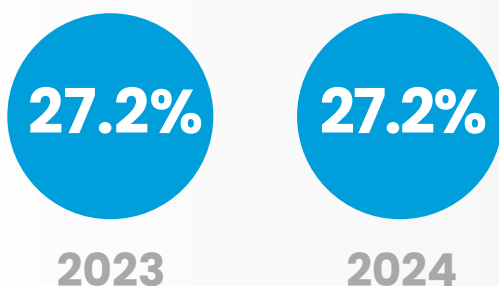
### Mean

The average value of the data set

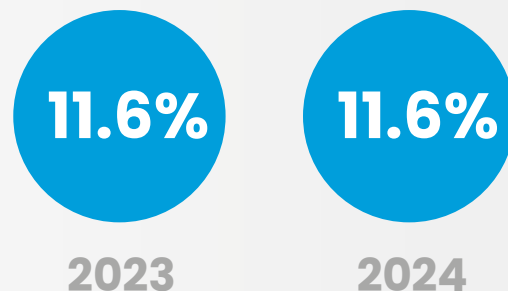
### Median

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

### Mean Pay Gap



### Median Pay Gap



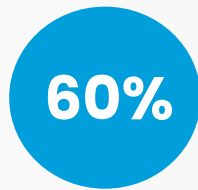
## Bonus Pay Gap, Mean and Median

This refers to the bonus pay paid to male and female relevant employees during the 12 month period to the 5th April 2024 snapshot date, expressed as a percentage of the bonus and commission pay paid to male relevant employees.

### Mean Bonus Pay Gap



2023



2024

### Median Bonus Pay Gap



2023

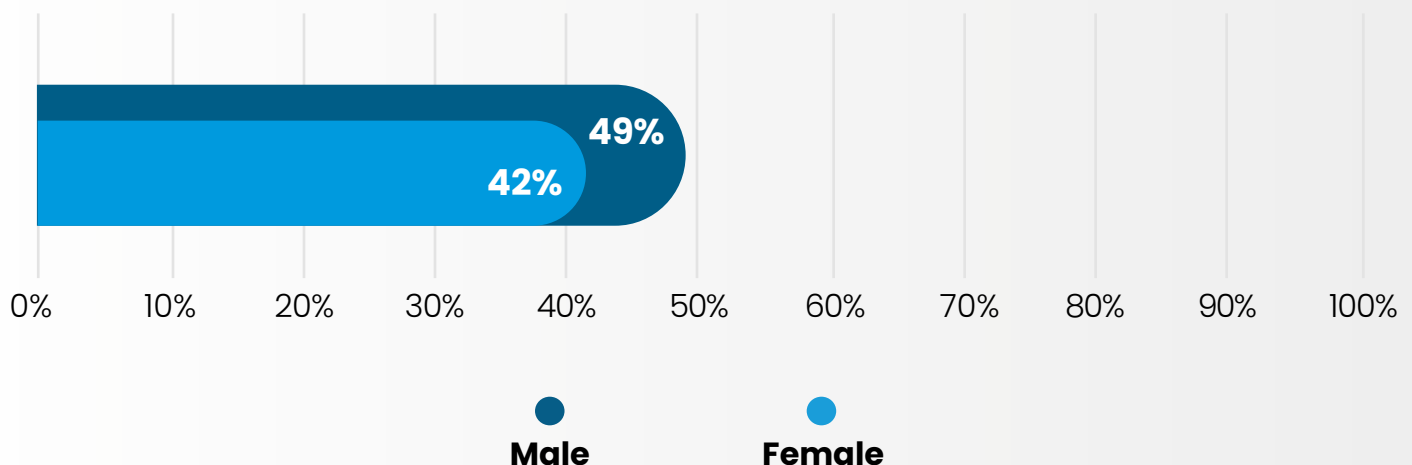


2024

## Bonus Pay Proportion

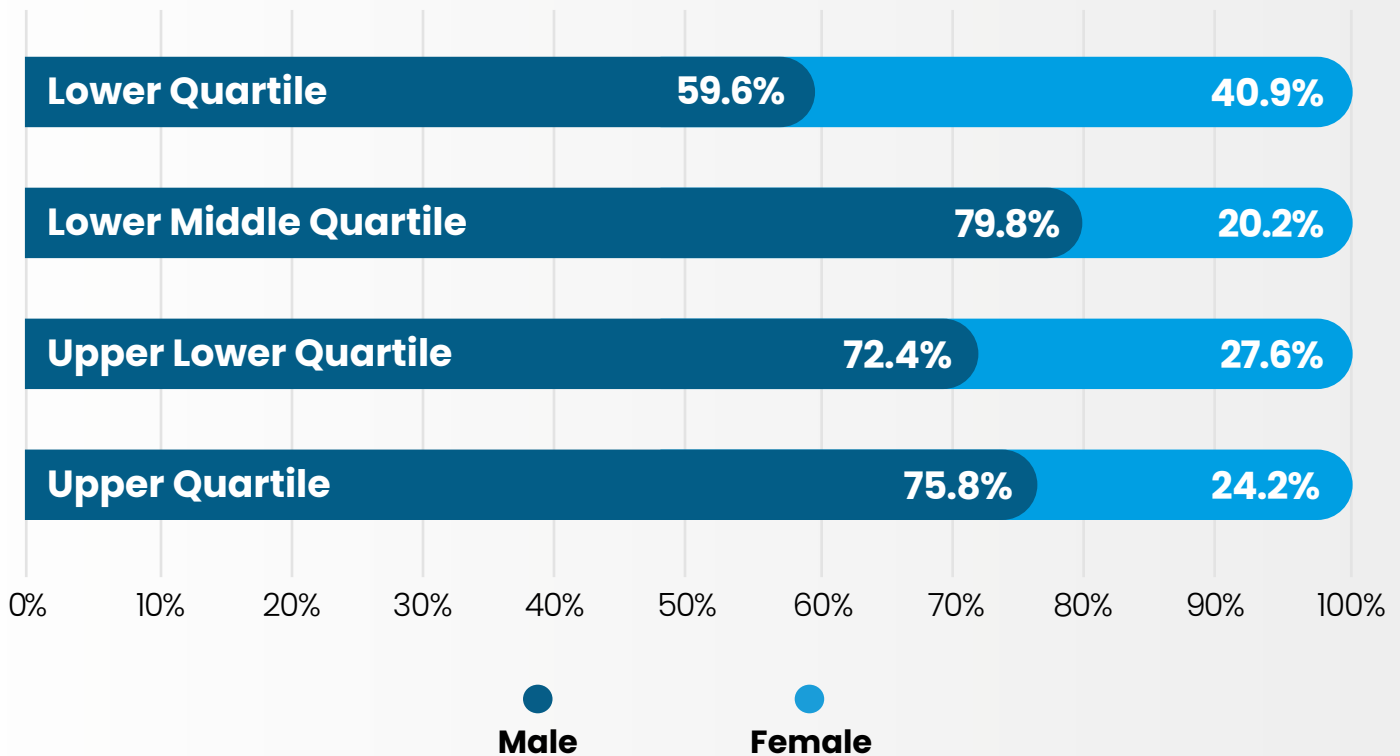
Bonus pay proportion refers to male employees who received a bonus in the 12 months, which is expressed as a percentage of the male employees and to female employees who received a bonus in the 12 months, which is expressed as a percentage of the female employees.

The percentage of females receiving a bonus in the 12 months to 5th April 2024 has decreased from 87.3% in 2023 to 42% in 2024. The significant reduction is due to a one off bonus for all employees being paid in the 12 months to 2023, for a cost of living payment, which was not the case in 2024. The overall difference between the male and female percentages is primarily due to the sales workforce being composed of approximately 84% males all of which are on a bonus pay plan.



## Quartiles

This section organises our 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 2024. Report on each quartile the number of full-pay male and females in each quartile as a percentage of the total in the quartile.



## Steps we are taking to increase over gender diversity and reduce our gender pay gap

We are working towards enhancing our employer value proposition to attract and retain a more gender diverse workforce through:

- Enhanced maternity, paternity, and IVF leave to better support working parents.
- Increased flexible working options to accommodate diverse needs.
- 'Holiday buy' scheme to help parents manage school holidays and caregiving responsibilities.
- Menopause and women's health policy.
- Training and awareness to foster a more inclusive and supportive work environment.
- Greater careers opportunities awareness.
- Access to enhanced training and development opportunities.
- Education, training & EDI campaigns to build an inclusive culture.

## Summary




*"Apogee Corporation is on a journey to improve its' gender pay gap. We have demonstrably increased the diversity of our workforce, including increasing the number of 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."*

**James Clark, Chief Executive 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 (May 6, 2025 20:27 GMT+1)

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