

## GENDER PAY GAP REPORT

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

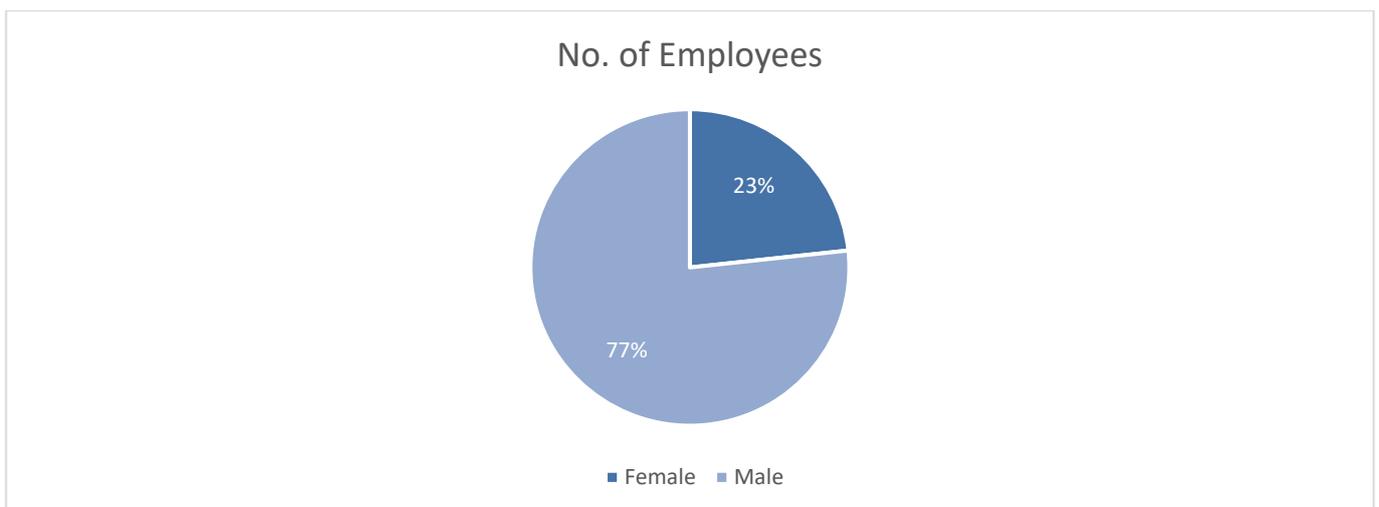
Apogee is a responsible corporate citizen. We are considerate of the impact of our activities in economic, social and environmental terms as deliver our best practice approach to clients through the following four steps:

- ▲ 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 April 2017 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

Apogee Corporation employs (as of April 2017) 23% females and 77% males. The Board of Directors consists of seven 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 slightly 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 resulting in a more diverse bonus pay gap.

This report explains our current position and we will ensure we do everything possible to prevent the gap from increasing. Our focus continues to be on our entire workforce – both male and female – creating opportunities across our diverse operation.

## OUR GENDER PAY GAP STATISTICS

The Office for National Statistics has published (Oct 2017) the GPG for all employee jobs in the UK 2017 which shows the Median GPG to be 18.4% and the Mean GPG to be 17.4%. This can be a useful point of reference when reviewing the rest of our results.

## PAY GAP, MEAN AND MEDIAN

This is the difference in hourly pay of male and female included employees as per 5th April 2017 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 consecutively

### MEAN

	Mean
Pay Gap	32.1%

### MEDIAN

	Median
Pay Gap	19.3%

## BONUS PAY GAP, MEAN AND MEDIAN

This refers to the bonus commission pay paid to male and female relevant employees during the 12 months prior to the 5<sup>th</sup> April 2017 snapshot date, expressed as a percentage of the bonus commission pay paid to male relevant employees.

### MEAN

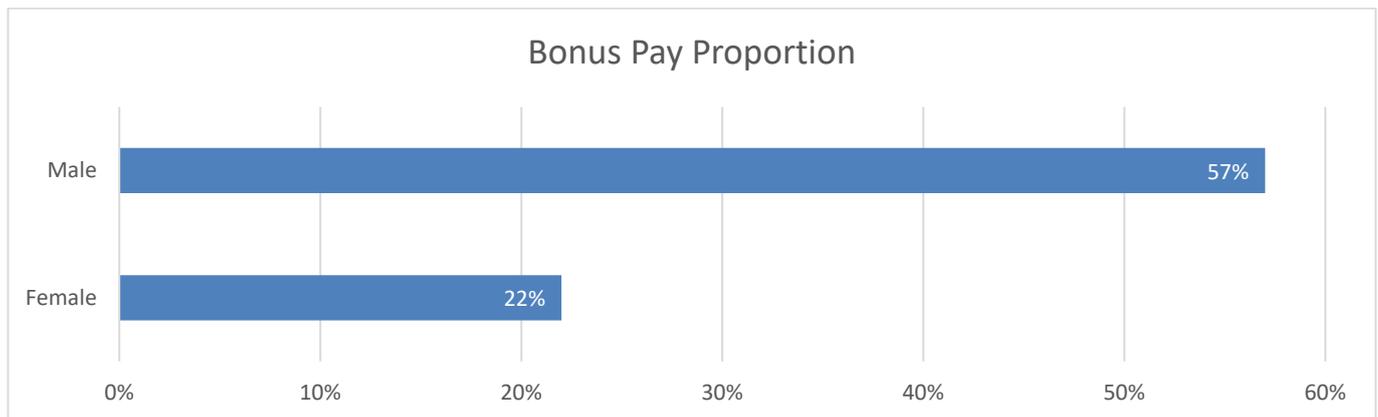
	Mean
Bonus Pay Gap	86.7%

### MEDIAN

	Median
Bonus Pay Gap	100%

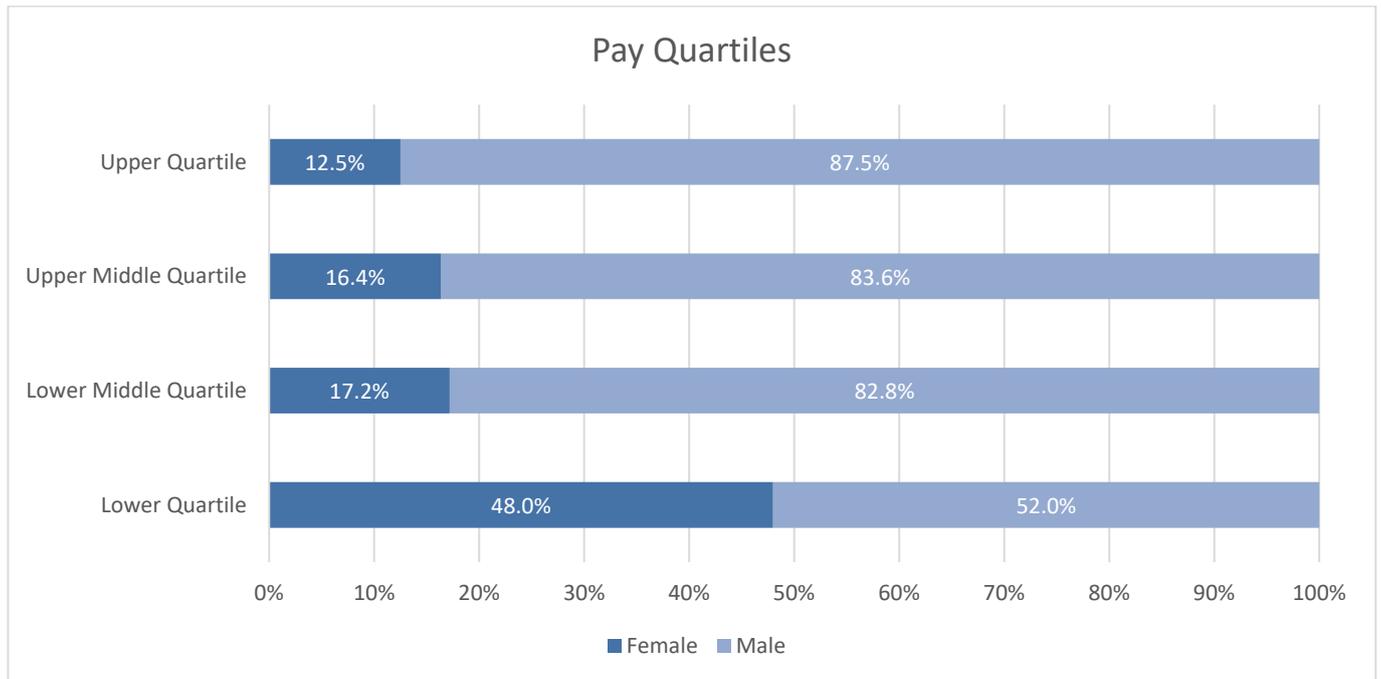
## BONUS PAY PROPORTION

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



## QUARTILES

Organise workforce into evenly sized quartiles based on ranking of all included employees from highest to lowest by hourly rate of pay. 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.

**Martin Randall**  
Group Finance Director