



Gender Pay Report 2022

Make more possible.

Introduction

At Allied Publicity Services (Manchester) Ltd we believe our colleagues are fundamental to our success. We recognise the importance of providing an inclusive environment that enables us to attract, develop and retain talented individuals who not only share our values, but also reflect society, our communities and our customers.

To this end we continue to develop and foster a diverse and inclusive workplace for all our employees. This includes addressing the underlying reasons for our gender pay gap. We recognise that this is a long-term challenge, however, we have continued to make progress in improving representation in 2022.

We continue to operate our hybrid working model, which enables us to offer a more flexible working approach and attract a more diverse workforce bringing with it all of the cultural, societal and financial benefits this offers, including attracting more women to the Group.

By working together and supporting each other we believe we can continue to 'Make more possible.'

What is the Gender Pay Gap?

Following legislation that came into force in April 2017 UK employers with more than 250 employees are required to annually publish their gender pay gap data.

A gender pay gap is a measure of the difference in average pay of men and women working for an organisation, regardless of the nature of their work.

It is different from an equal pay comparison, which involves a direct comparison of 2 or more people carrying out the same, similar or equivalent jobs.

Understanding the Gap

Pay Gap

Percentage difference (mean and median) in hourly rate of pay at the snapshot date of 5 April 2022 between male and female employees. The gap is different to equal pay.

Bonus Gap

Percentage difference (mean and median) in total bonus payments received by male and female employees in the 12 months preceding the snapshot date of 5 April 2022.

Quartiles

Total percentage of employees in order from lowest hourly rate of pay to highest hourly rate of pay, split into 4 groups.

% Received Bonus

percent of all male and female employees who received a bonus in the 12 months preceding the snapshot date.

Mean Versus Median

The Median Pay Gap

The median is the 'middle'. The gap is calculated by finding the exact middle point between the lowest and highest paid female in our business and the lowest and highest paid male, then comparing the two figures.

The Mean Pay Gap

The mean is the 'average'. The gap is calculated by adding up the hourly pay of all females in our business and dividing by the number of women, doing the same for our male employees, then comparing the two results.

Our Results

Our gender split across Allied Publicity Services (Manchester) Ltd



Gender Pay Gap 2022

9.4% Mean
3.7% Median

Gender Pay Gap 2021

11.5% Mean
3.5% Median

We are again delighted to see that our 2022 data shows our gender pay gap continuing to reduce, showing a 2.1% reduction in our mean figure from 2021, and our median has remained relatively consistent with only a 0.2% increase.

Our regular equal pay reviews give us confidence that employees in similar roles are being paid equitably and that pay differences, where they exist, are not based on gender.

There are 68% male and 32% female employees within Allied Publicity Services (Manchester) Ltd, which reflects a common employment trend throughout our sector. It continues to be challenging to attract female colleagues to work in these skilled roles within the print industry and we find that our male colleagues are more likely to work the unsociable shift patterns that accrue shift payments. Also 75.6% of our part time employees are female.

We also have fewer women than men in relatively higher paid positions, which may attract higher pay and bonuses. However, there are still proportionally fewer women working at our most senior levels. Pay is higher at more senior levels, so this imbalance in gender representation across levels results in a gap between mean and median pay for men and women. In summary, we are committed to paying men and women equitably at every level of the company and we will continue to work to close the gap.

Gender Bonus Gap 2022

54.7% Mean
12.5% Median

Gender Bonus Gap 2021

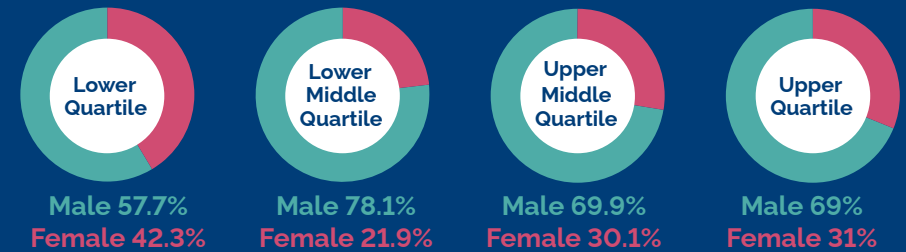
66.7% Mean
7.9% Median

In 2022 our mean bonus gap is 54.7%, having reduced by 12%. We identified that the mean bonus remains higher for men within APS due to there being a higher proportion of males being employed and with more males employed at a higher management level with relative incentives.

There was no group annual bonus payment in 2022, due to the prevailing economic and financial environment, so the 2022 bonus numbers mainly reflect ad hoc individual contractual awards rather than bonus payments.

Pay Quartiles By Gender

These have remained relatively consistent since our last report, although we have seen a positive shift in the upper quartile reflecting a small increase in women in senior positions.



We will continue to:

- Encourage greater flexibility and work life balance by continuing to adopt our hybrid working model, helping to strengthen our family friendly proposition.
- Continue to promote job share, re-training and taster days to encourage more females to approach our business and learn more about the opportunities we can offer.
- Continue to invest in our employee development with gender playing no part in our decision making.
- Develop further apprenticeship opportunities and work with external training providers to encourage a gender balance. One of our main challenges is that comparatively more men apply for skilled roles within our business, so our objective is to encourage a greater gender balance in this area through target advertising, apprenticeships and work trials.
- Encourage our recruiting managers to shortlist a balanced and diverse set of candidates and remove any unconscious bias within the recruitment process. All employees are required to complete mandatory online learning modules on unconscious bias and equality and diversity and a 'fair recruitment' module is also part of our management development programme.
- Promoting more calendar events within our business which focuses upon gender and diversity and which supports our People Plan.
- Promote and support mental health awareness. We have introduced Mental Health First Aiders within our business and mandatory mental health awareness e-learning modules for all employees.

Declaration

I confirm the information in this statement is accurate

Nick Snelson
Group Managing Director