



# Gender Pay Report 2023

**Make more possible.**

## Introduction

At Allied Publicity Services (Manchester) Ltd we want all our employees to grow and thrive in their careers, and inclusion and diversity is a key priority for us. 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.

We continue to develop and foster a diverse and inclusive workplace for all our employees and our success depends on our ability to retain our colleagues, which means fostering a culture of inclusion, where everyone feels welcome and valued. 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 2023.

We continue to operate our hybrid working model, which enables us to offer a more flexible working approach and attract a more diverse workforce across the UK, 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 the difference between men and women's average pay, expressed as a percentage of the men's pay.

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 2023 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 2023.

### 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 2023



### Gender Pay Gap 2022



The mean pay gap between male and female colleagues has increased slightly from 9.4% in 2022 to 12.8% in 2023 and the median pay gap has also increased from 3.7% in 2022 to 7.1% in 2023. This is the result of more male employees joining our business within our production facilities, an area where we have a higher proportion of male employees. In addition more of our female employees work part time and fewer women are employed in parts of our business that attract the highest rate salaries (such as senior leadership and senior technical roles).

There are 68.27% male and 31.73% 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.

In summary, we are focussed on working towards reducing the gender pay gap between male and female colleagues and are committed to paying men and women equitably at every level of the company.

### Gender Bonus Gap 2023



### Gender Bonus Gap 2022



Our overall bonus gap for this period is 6.9%. Our mean bonus gap is 86.8%. This figure is reflective of no annual group bonus paid in the 2022/23 tax year. Our manufacturing teams were awarded a bonus, an area where we have a higher proportion of male employees.

The mean bonus gap remains higher for men in APS due to there being a higher proportion of males employed within the business. In addition, there are more male employees within our manufacturing teams where a bonus was paid and there are more males employed at a higher management level with relative incentives.

## Pay Quartiles By Gender



### 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 join APS and learn more about the opportunities we offer.
- Develop 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.
- Invest in our employee development with gender playing no part in our decision making.
- Continue to promote our Wellbeing Hub, accessible to all employees, which promotes our three key wellbeing pillars of Mind, Health and Lifestyle which includes key focus areas such as family friendly policy advice and guidance, menopause support and mental health awareness.
- Promote and support mental health awareness. We now have 8 Mental Health First Aiders within our business and mandatory mental health awareness e-learning modules for all employees, all of which helps us to continue to build a greater understanding throughout the company and with our line managers regarding mental health.
- 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.

### Declaration

I confirm the information in this statement is accurate

**Nick Snelson**  
Group Managing Director