



Gender Pay Report 2024

Make more possible.

Introduction

At Allied Publicity Services (Manchester) Ltd we believe our colleagues are fundamental to our success. We want our employees to grow and thrive in their careers and 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 2024.

We operate a 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, which includes our aim of 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 2024 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 2024.

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 2024

13.1% Mean
8.9% Median

Gender Pay Gap 2023

12.8% Mean
7.1% Median

The average pay gap (mean) between male and female colleagues has slightly increased from **12.8%** in 2023 to **13.1%** in 2024, while the median pay gap has also risen from **7.1%** to **8.9%** over the same period. This increase is primarily due to a higher number of male employees joining our company, particularly in our production facilities, where men already make up a larger proportion of the workforce. Additionally, new client growth has led to employees transferring to APS from previous suppliers under the Transfer of Undertakings (Protection of Employment) regulations (TUPE), with a greater number of these transfers being male. Furthermore, a higher percentage of our female employees work part-time, and fewer women hold positions in areas of the business that offer the highest salaries, such as senior leadership and senior technical roles.

Our industry continues to face challenges in attracting female employees to skilled roles within the print sector. Additionally, our male employees are more likely to work unsociable shift patterns that include shift payments.

In summary, we are focused 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 2024

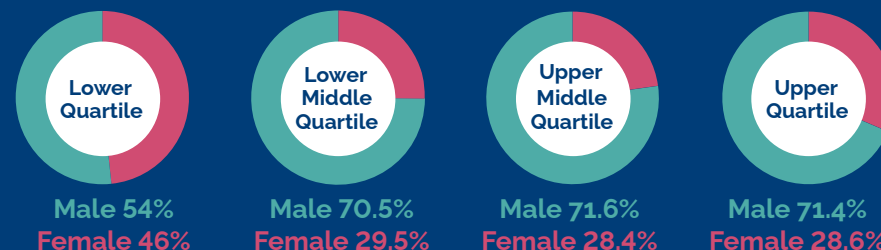
62.7% Mean
8.7% Median

Gender Bonus Gap 2023

86.8% Mean
74.8% Median

Our overall bonus gap for this period is **6.3%**, showing an improvement from last year's **6.9%**. This positive outcome reflects a company-wide bonus that was paid to employees during the reporting tax year. However, the average bonus gap remains higher for men at APS due to the higher proportion of male employees within the company. Additionally, more men hold senior management and executive positions, which come with higher relative incentives.

Pay Quartiles By Gender



We will continue to:

- Encourage greater flexibility and work life balance by continuing to promote 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.
- Continue to grow our 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.
- Continue to promote our Wellbeing Hub, accessible to all employees, which promotes our three key wellbeing pillars of Mind, Health and Lifestyle. This includes key focus areas such as family friendly policy advice and guidance, menopause support and mental health awareness.
- Promote and support mental health awareness. Since February 2022 we have grown our number of Mental Health First Aiders to 8 and request mandatory mental health awareness e-learning modules for all employees, all of which helps us to continue to build a greater understanding of 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