



Gender Pay Gap

Introduction

In accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, we're pleased to present our annual gender pay gap report for Allied Publicity Services (Manchester) Ltd. This information is correct as of 5th April 17.

A snapshot of our gender pay gap

Mean gender pay gap



Median gender pay gap



Mean is the average difference of rates of pay received by men and women. Median is the difference in the mid-points of the ranges of pay received by men and women.

Our bonus gap

Mean gender bonus gap



Median gender bonus gap



% proportion of men and women receiving bonus pay up to 5 April 2017.

84.8% of men

78% of women

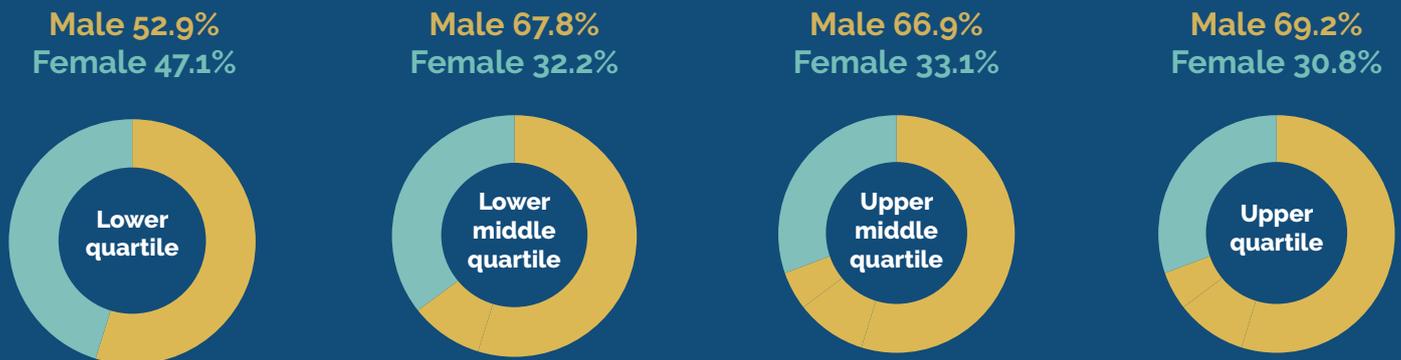


Our bonus gap highlights a figure favorable towards our female employees. However, our median is 0%, showing consistency in the mid-point of our bonus payments.

Make more possible.

Pay quartiles by gender

This shows the split of male and female within each quartile.



Our commitment to closing the gap

APS Group remains committed to attracting and retaining the best talent, ensuring that gender is never a consideration in the decision making process.

We are delighted to see our gender pay gap is significantly below the UK average of 18.1% and we truly believe we can only Make More Possible by working together with the talent we have in our business.

We will continue to:

Invest in our employee development with gender playing no part in our decision making

Develop apprenticeship opportunities and work with external training providers to encourage a gender balance

Encourage our recruiting managers to shortlist a balanced and diverse set of candidates

Look at the way we work so we can meet the needs of our colleagues and customers

Actively promote family friendly policies where appropriate

Declaration

I confirm the information in this statement is accurate.

Nick Snelson
Group Managing Director

Make more possible.

