**The APC Gender Pay Gap Report 2022**

**Issued March 2023**

The APC is proud of its inclusive employment practices. We recognise that our people are our most important asset, and that they are integral to us in achieving our business aims and objectives. We believe in fairness and equality for all our colleagues and our pay and remuneration structures are reviewed regularly to ensure they reflect this. At the point of gathering data for this report (the “snapshot date”) the representation of women in our workforce is 26%, which is 0.8% above our average for the reporting years 2018 to 2022. This level of participation remains typical for the transport and distribution sector within which we operate, however we remain committed to further promoting diversity within our workforce to reflect society norms, as we believe this contributes to colleague engagement, innovation and creativity and delivery of exceptional service standards for which we are known in our sector.

Our annual gender pay gap report is published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and reflects our ongoing commitment to diversity, inclusion and equal opportunities within our business.

This year we are delighted to report that our mean gender pay gap is -3.2%, this represents a 2.2% improvement that is favourable to female colleagues when compared to our reported data in 2021. This improvement reflects our continued investment in the learning and development of women throughout our business and a subsequent increase in female participation in leadership and managerial roles.

Our median gender pay gap is -2.4%% which is a 2.4% improvement when compared to the data reported for 2021.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Mean Gender Pay Gap | |  | Median Gender Pay Gap | |
|  |  |  |  |  |
| -3.2% | |  | -2.4% | |

Our mean bonus gender pay gap is 17.9% which is an increase when compared to 2021 which was 4.7%. However, our median bonus gender pay gap is -180.3% favourable to female colleagues reflecting the ongoing participation of women in bonus qualifying roles. It should be noted that the average value of bonus payments still remains relatively small thus the percentage differential does not equate to a significant amount in real terms. Overall, 23.4% of female employees and 14.9% of male employees received a bonus payment. We will continue to monitor and review bonus payments to maintain gender parity.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Mean Bonus Pay Gap | |  | Median Bonus Pay Gap | |
|  |  |  |  |  |
| 17.9% | |  | -180.6% | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Percentage of women paid bonus | |  | Percentage of men paid bonus | |
|  |  |  |  |  |
| 23.4% | |  | 14.9% | |

Analysis of gender pay shows that 28% of our ‘upper quartile’ (this is a decrease of 5% when compared to 2021) and 38% (this is an increase of 12% when compared to 2021) of our ‘upper middle quartile’ are women. Females occupy 40% of roles within our Senior Leadership Team (Head of Department or above) with 50% of females occupying Executive roles (Director positions). This demonstrates our ongoing commitment to recruitment, training and development opportunities and promotion for females into senior management/leadership roles. The data shows that there has been a decrease in females in the ‘lower middle quartile’ (-3%) and ‘lower quartile’ (-6%) these being roles that are held by majority of our workforce.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  | Women |  | Men |
|  |  |  |  |  |  |
| Upper Quartile | |  | 28% |  | 72% |
|  |  |  |  |  |  |
| Upper Middle Quartile | | | 38% |  | 62% |
|  |  |  |  |  |  |
| Lower Middle Quartile | | | 21% |  | 79% |
|  |  |  |  |  |  |
| Lower Quartile | |  | 19% |  | 81% |

Notwithstanding the progress we have made, we are not complacent, and we continue to review our recruitment methodologies and people policies and practices to ensure that we attract, retain and develop the best talent. There continues to be certain occupations where females are underrepresented at a national level. We will continue to seek opportunities to improve recruitment in these by ensuring that flexible working is well supported and promoted to meet lifestyle and career needs.

We will continue to invest in our learning and talent initiatives, and this will remain an important feature of our people management strategy for the future.

This statement was reviewed March 2023 and was approved by the CEO Jonathan Smith and HR Director, Corina Forman on [date]. Our gender pay gap report will be reviewed and updated annually.