

# GENDER PAY GAP REPORT 2023



## DIVERSITY & INCLUSION AT APOLLO





We believe being a diverse and inclusive company is not only the right thing to do, it is crucial to helping us to grow, attract talent and the engagement of our staff. We believe that having an inclusive workforce is truly critical to our long-term success.

## **Apollo Director Team**

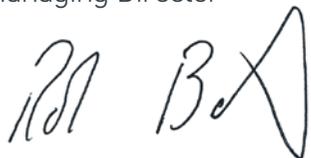
# DIVERSITY & INCLUSION

At Apollo Fire Detectors, we remain dedicated to achieving a better gender balance in under-represented teams within the business.

Our commitment to fostering diversity and inclusivity ensures that every individual has equal opportunities to thrive and contribute. We identify and implement initiatives aimed at recruiting and retaining female talent, recognising the invaluable perspectives and insights they bring to our organisation. Moreover, we steadfastly cultivate an environment where everyone feels valued, respected, and included, understanding that all diversity enriches our workplace by introducing a wide array of opinions and experiences, fostering innovation, and driving collective success.

Our dedication to gender diversity and inclusivity remains unwavering as we strive to build a more equitable and thriving workplace for all.

**Rob Barcik**  
Managing Director

Handwritten signature of Rob Barcik in black ink, consisting of the initials 'RB' followed by a stylized 'A'.

# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference in pay between men and women explained through various statistics. It is influenced by a range of factors, including the demographics of a company's workforce.

A positive number indicates that women on average earn less than men.

## **The Gender Pay Gap is not the same as Equal Pay**

'Equal Pay' is about a man and a woman receiving equal pay for the same or similar job. For our staff that are not in the trade union bargaining unit -

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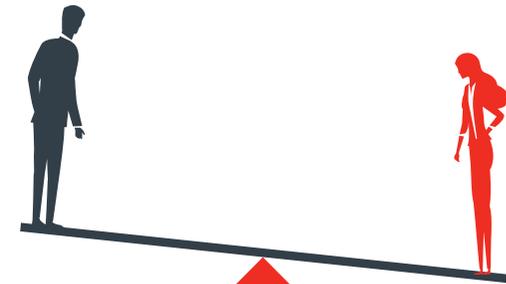
Whilst pay is negotiated under a collective agreement for our staff that are included in the trade union bargaining unit, we participate in Halma's pledge to pay at least the real living wage. In addition, the company and the union work together to ensure fair and engaging work practices continue.

## **MEAN PAY GAP**

The mean gender pay gap is the difference in the average hourly pay for women compared to men, within a company.

## **MEDIAN PAY GAP**

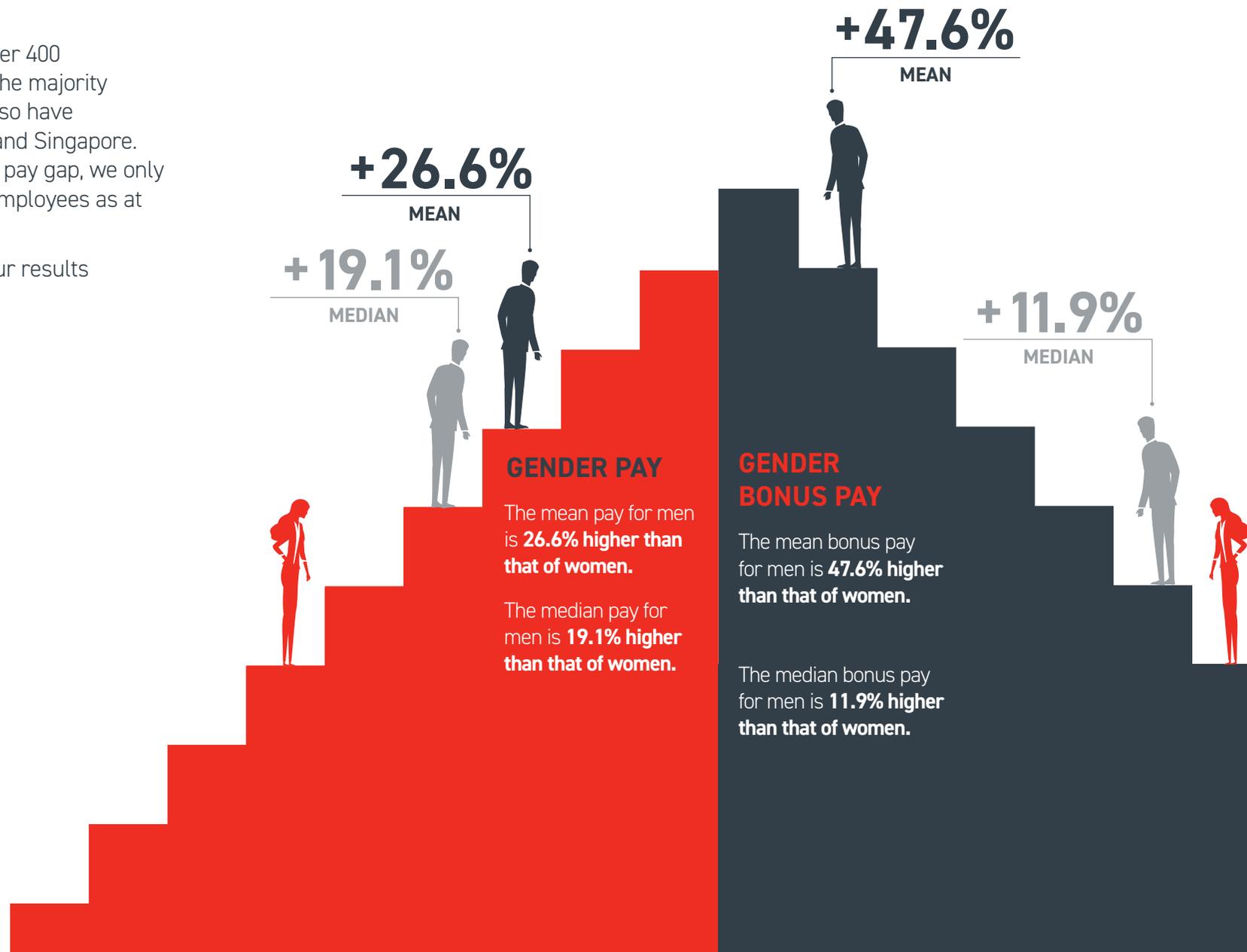
The median represents the middle point of a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



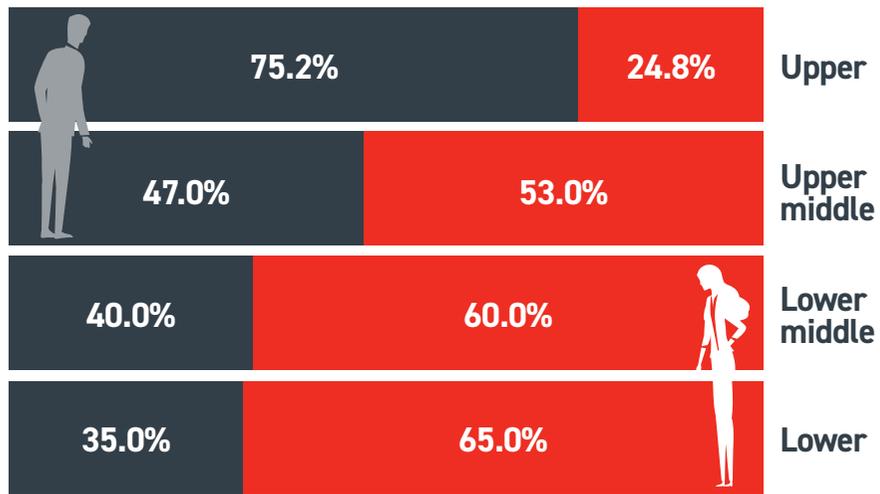
# APOLLO'S GENDER PAY GAP RESULTS

Apollo EMEA consists of just over 400 permanent employees. Whilst the majority of our staff are in the UK, we also have colleagues based in Germany, and Singapore. For the purposes of the gender pay gap, we only report on staff in the UK (401 employees as at March 2023).

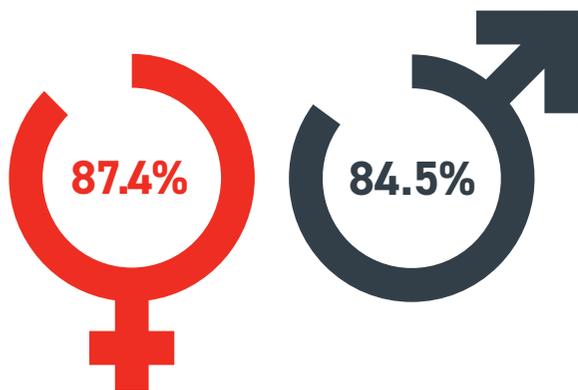
Looking at our UK workforce our results are as follows:



## POPULATION BY QUARTILES



## THE PROPORTION OF MEN & WOMEN PAID A BONUS



WOMEN EARN **81P**  
FOR EVERY **£1** THAT  
MEN EARN WHEN  
COMPARING MEDIAN  
HOURLY WAGES

81p

£1

- Median represents the midpoint in our UK workforce and is higher for men representing the fact that more of our production operative roles are held by females.
- Mean figures represent the average across our UK workforce, so are particularly impacted by the highest earners, generally senior management, engineering and sales roles, more of which are held by males.



**FAMILY TIME IS  
IMPORTANT,  
SO WE PROVIDE  
14 WEEKS PAID  
LEAVE AND A  
PHASED RETURN  
FOR THOSE  
WELCOMING A  
NEW FAMILY  
MEMBER**

# OUR GENDER BALANCE PROGRESS

We are committed to having a positive social impact alongside sustainable growth, so we view building a diverse workforce as essential. While the current gender pay figures do not reflect where we want to be, we continue to provide and sustain initiatives that will have a positive impact on attracting, retaining, and engaging female talent both to and within our business. Our more recent initiatives have focused on creating an environment where all our staff feel comfortable being their authentic selves. This includes support mechanisms, communication, storytelling, a new leader profile detailing our expectations for managers regarding their key role in creating and fostering a safe and inclusive work environment which they are scored against, leader guidance on having inclusive conversations, and creating training modules on attracting talent, which include information related to preventing bias. Our engagement survey results demonstrate that all the initiatives and the culture we have created, which values diversity and inclusiveness, are having a positive impact on our staff's ability to be their authentic selves.

Our ambition remains to achieve and maintain a fully inclusive workplace, extending beyond just gender to all aspects of diversity in which our employees can thrive. While positive progress related to attaining higher proportions of females in the upper and upper-middle quartiles, which affect our scores in the gender pay gap, may be slow, we continually endeavour to achieve this.





## GENDER DIVERSITY IN TALENT ACQUISITION IN APOLLO

We want to make fully diverse talent pools the norm and embed diversity into Apollo's workforce.

In areas of our business where men have traditionally held more roles than women, we have initiatives to help improve the balance in these areas. These include:

- Close relationships with our agencies, educating them on our culture, our purpose and values, and diversity initiatives to promote to prospective candidates
- Using a gender decoder for recruitment advertisements to ensure that they are attractive to both genders
- Whilst we always base our recruitment decisions on skills/competencies we provide agencies with metrics to provide a shortlist of both males and females
- To help stop the perpetuation of a gender pay gap whilst moving between jobs, we do not ask a candidate for their current salary

# OUR CULTURE

Encouraging employee participation, actively listening, and recognising and rewarding positive actions are essential steps toward fostering a culture where everyone feels included and engaged.

We have agile and flexible working practices comprising of diverse shift patterns, permanent hybrid working arrangement for office staff (50:50 working at home and at the office), and the ability to flex working hours, which allows staff to finish the working week by 1p.m. on a Friday.

Initiatives such as our annual engagement survey, forums, and suggestion scheme promote the ability for our staff to have their voices heard and help make a difference within the company and to business growth. Through these we get an indication of where we are doing well, where to focus our improvement activities and to get some really great suggestions.

Our regular 'breakfasts with the directors' allow for a more personal interaction between staff and the director team.

Directors also sponsor strategic projects, and manage initiatives that provide staff with mentoring and coaching, as well as backing improvement campaigns which all go towards breaking down hierarchical barriers and improving our working environment for everyone.

Our communication tool, Beekeeper, facilitates

open inclusive communication allowing us to share business information, stories, and generic topics to ensure that we are all connected, and have relevant information in a timely manner.

Finally, we recognise and reward our employees for a job well done, or sometimes just for being a good person through our 'Achieving Cultural Excellence - ACE' platform





## WHAT'S NEXT?

We always look to further promote diversity, keeping it a key topic on the agenda.

For 2024 we will continue to sponsor events that promote females in engineering. This coming year, we're excited to be sponsoring the Women Talking Fire event, and participating by sharing with other companies the initiatives we take to promote gender diversity.

We will be promoting our STEM (Science, Technology, Engineering, and Mathematics) ambassador program in which we work with local primary schools, organising fun STEM activities with a particular focus on encouraging more girls to consider careers in these disciplines.

And finally, we will continue our 'Authentic Self' campaign delivering information, training and promoting individual's stories to embed a culture of acceptance, and support.

