# Aprolis UK
# Gender Pay Gap Report 2025

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# Gender Pay Gap Report 2025

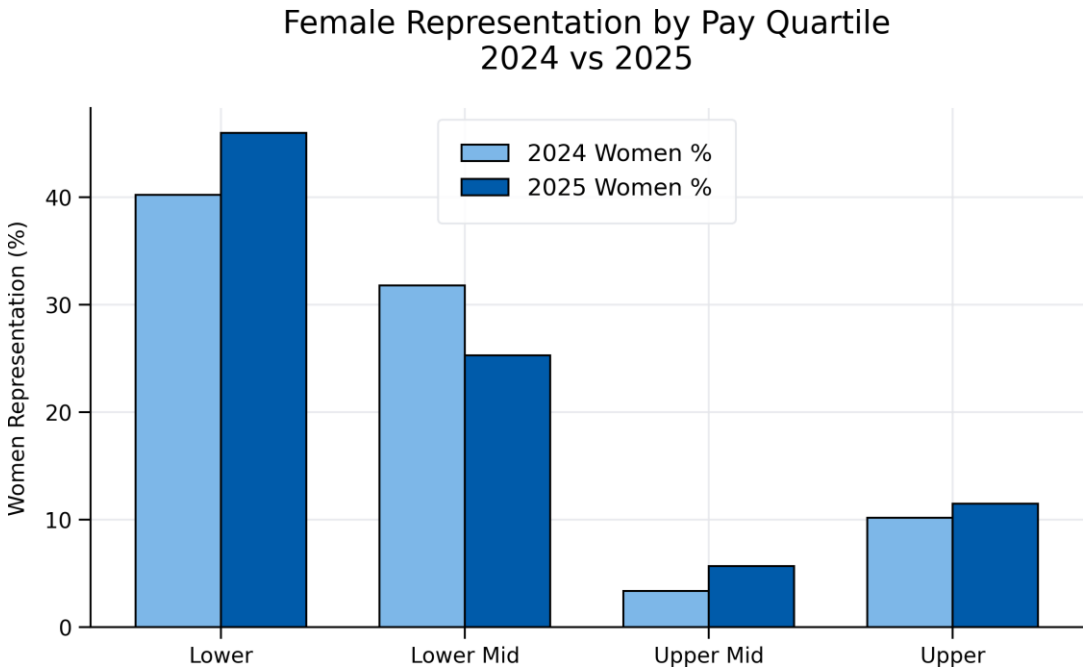
At Aprolis UK, we are committed to creating an inclusive workplace where everyone has the opportunity to develop, progress and be rewarded fairly for the work they do.

Gender Pay Gap reporting provides an opportunity to understand the representation of men and women across our organisation and identify areas where we can continue to improve gender balance, particularly in higher-paid roles and specialist functions.

The gender pay gap is different from equal pay. Equal pay relates to men and women receiving equal pay for carrying out the same or equivalent work. The gender pay gap measures the difference in average earnings between all men and women across an organisation, regardless of role.

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# Gender Representation




☑ **Female representation improved in the Upper Quartile**

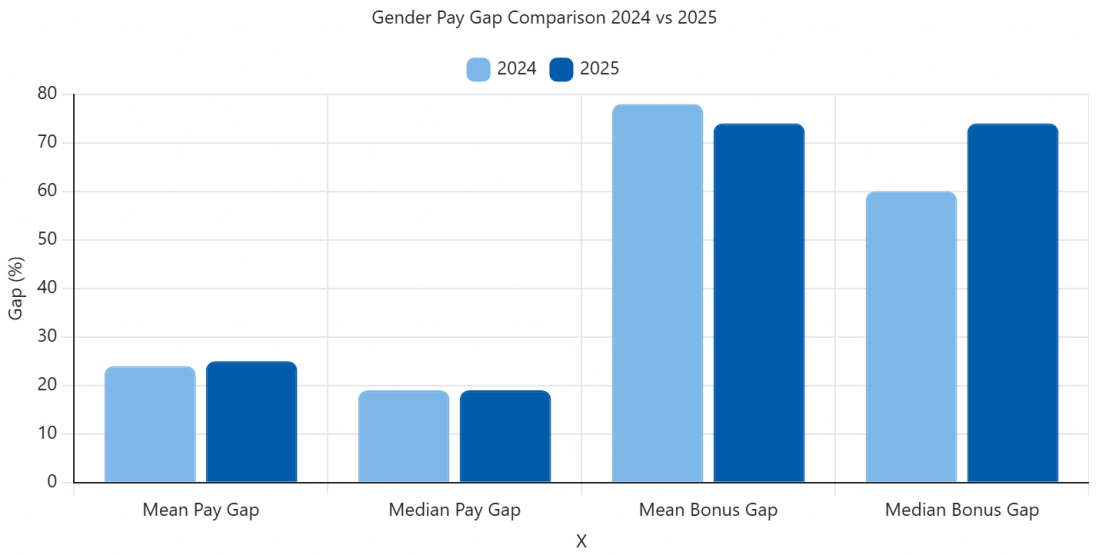
- 2024: 10.2%
- 2025: 11.5%
- Increase of **1.3%**

☑ **Female representation improved in the Upper Middle Quartile**

- 2024: 3.4%
- 2025: 5.7%
- Increase of **2.3 percentage points**

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# Hourly Gender Pay Gap



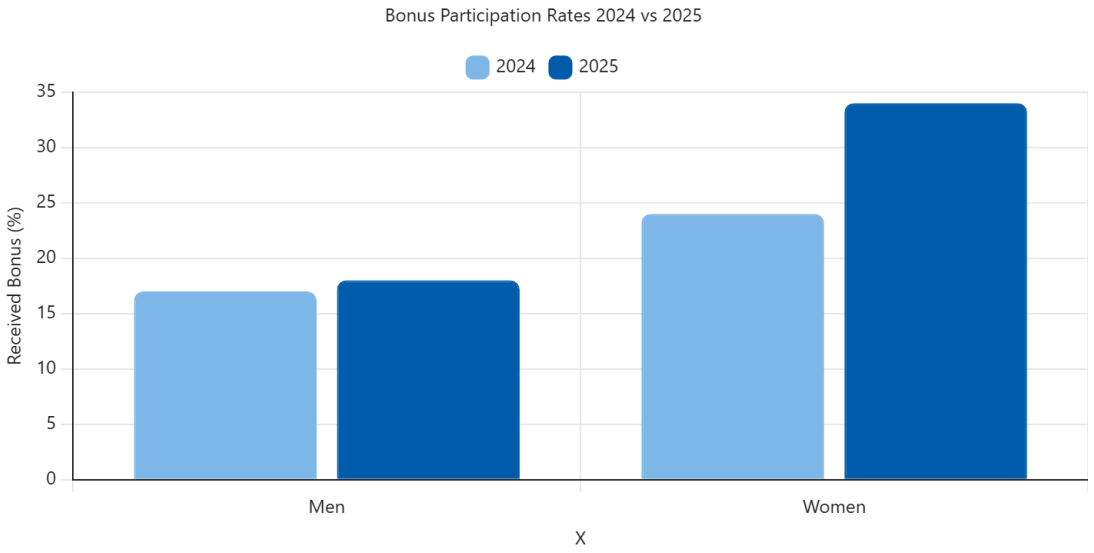

The mean gender pay gap for 2025 is 25%, while the median gender pay gap is 19%.

The mean pay gap reflects the difference between the average hourly earnings of men and women across the organisation, whilst the median compares the midpoint earnings of both groups.

These results do not indicate unequal pay for equal work. Instead, they reflect the distribution of men and women across different roles and levels within the business, with a higher proportion of men occupying senior and specialist positions.

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# Bonus Gender Pay Gap



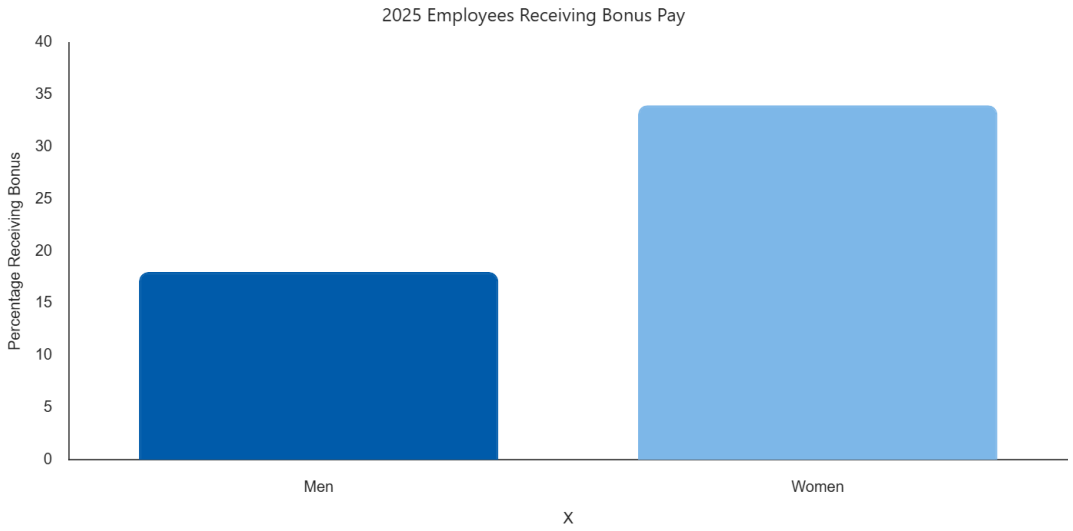

The mean and median bonus pay gaps are both 74%, indicating a significant difference in the average bonus amounts received by men and women.

This gap is influenced by the concentration of higher-value bonus opportunities within senior management, sales and leadership roles, where male representation remains higher.

While bonus pay forms an important part of remuneration in certain positions, the results highlight the ongoing challenge of achieving greater gender balance in roles with higher bonus earning potential.

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# Employees Receiving Bonus Pay




During the reporting period, 34% of women received a bonus payment compared with 18% of men. This demonstrates that a greater proportion of female employees participated in bonus schemes than male employees. This reflects differences in role composition and bonus structures across the organisation rather than access to bonus opportunities.

**More women received a bonus**

- 2024: 24%
- 2025: 34%
- Increase of **10 percentage points**

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# Actions we will take

**Building a More Diverse and inclusive Workforce**

While our results reflect the current profile of our workforce, we are committed to taking meaningful action to attract, develop and retain talent from all backgrounds. Over the net 12 months, Aprolis UK will focus on the following priorities:

**Families and Careers**

Conduct a full review of our family-friendly policies, including maternity, paternity, adoption, shared parental leave, parental leave and flexible working arrangements.

**Increasing Representation Across Technical and Leadership Roles**

Review recruitment practices to ensure vacancies attract the widest possible and most diverse talent pools.

Increase the visibility of career opportunities within engineering, operational and leadership pathways.

**Developing Internal Talent**

Continue to identify and develop high-potential employees through talent and succession planning activities.

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# Summary

Our 2025 Gender Pay Gap results reflect a workforce that is becoming increasingly diverse, with women represented throughout the organisation and actively participating in bonus and development opportunities.

Whilst the data highlights opportunities to improve representation within senior and specialist roles, it also demonstrates the positive foundations already in place.

Aprolis UK remains committed to attracting, developing and retaining talented people, ensuring everyone has the opportunity to build a successful and rewarding career with us.

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