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APPH LIMITED **2022/23 Gender pay gap report**

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Registered address:

8 Pembroke Court, Chancellor Road, Manor Park, Runcorn, WA7 1TG

Nature of business (SIC):

Manufacturing

Snapshot date:

5 April 2022

Employee headcount:

250 to 499 employees

Person responsible:

Julie Andrew (Human Resources Director)

[What this employer says about their gender pay gap](#)

Hourly pay gap

In this organisation, women earn £1.06 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 6.4% higher than men's.

Women Men

6p
more
^



When comparing mean (average) hourly pay, women's mean hourly pay is 3.6% lower than men's.

▶ [About median and mean](#)

The percentage of women in each pay quarter

In this organisation, women occupy 10% of the highest paid jobs and 11.4% of the lowest paid jobs.

Women Men

Upper hourly pay quarter (highest paid)

10%

90%

Upper middle hourly pay quarter

14.3%

85.7%

Lower middle hourly pay quarter

8.4%

91.6%

Lower hourly pay quarter (lowest paid)

11.4%

88.6%

► [About pay quarters](#)

Bonus pay gap

In this organisation, women earn £1.29 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 29.1% higher than men's.

Women Men

29p
more
^



When comparing mean (average) bonus pay, women's mean bonus pay is 199.9% higher than men's.

Who received bonus pay

16.1% of women

14.8% of men

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