

A&PTM

Part of the
APCL GROUP

Gender Pay Gap Report – April 2025

A&P Falmouth

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A&P Falmouth Ltd

Global ship repair, conversion and marine specialist A&P Group has a proud history of quality-driven engineering and marine excellence spanning six decades.

A&P is part of the APCL Group, with far-reaching capabilities from our two UK locations, A&P Falmouth and A&P Tyne, we combine a rich heritage of marine engineering skills and experience to provide ship owners, governments and energy companies with all the precision skills needed to complete the most demanding projects.

Women make up around 8% of the total workforce, with five female employees currently based in Operations & Production (approximately 1.4%). This area of the business encompasses many roles with shiftwork and overtime premiums, as well as a higher concentration of managerial and supervisory positions.

A&P is committed to becoming a more diverse employer. We recognise the importance of equality, diversity and inclusion in the workplace and the positive impact that this has in fostering better relationships within our teams, with our partners, suppliers and furthermore, within the local communities in which we operate.

As part of this, we are committed to ensuring that men and women performing equal work receive equal pay and benefits when performing work that is the same, similar, equivalent, or of equal value.

This statement has been published in accordance with the *Equality Act 2010 (Gender Pay Gap Information) Regulations 2017* which came into force on 6th April 2017. This legislation requires UK employers with 250 or more employees to report on the gender pay gap within their business.

Emma Robson
Group HR Director (APCL Group)

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		Number of Employees	% of Employees
Total Number of Employees	Male	335	92.29%
	Female	28	7.71%
Operations & Production	Male	277	76.31%
	Female	5	1.38%
Technical & Administration	Male	58	15.98%
	Female	23	6.34%

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Mean gender pay gap as a percentage of the mean pay of a male employee;	18.2%
Median gender pay gap as a percentage of the median pay of a male employee;	18.5%
Difference in mean bonus pay between men and women as a percentage of the mean bonus paid to a male employee;	-82%
Difference in median bonus pay between men and women as a percentage of the mean bonus paid to a male employee;	-813%
The proportion of male employees who received any bonus pay;	27.5%
The proportion of female employees who received any bonus pay;	21.4%

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	Number of employees	% of employees
Male employees in your top pay quartile;	82	97.8%
Female employees in your top pay quartile;	2	2.2%
Male employees in the second quartile of pay;	89	97.8%
Female employees in the second quartile of pay;	2	2.2%
Male employees in the third quartile of pay;	87	95.6%
Female employees in the third quartile of pay;	4	4.4%
Male employees in the lowest quartile of pay;	70	77.8%
Female employees in the lowest quartile of pay;	20	22.2%