Gender Pay Gap Reporting
Getronics UK

Pay

- Mean gender pay gap = 19.7%
- Median gender pay gap = 17.6%

Proportions of male and female employees in each pay quartile:

	Female	Male
Lower	26.6%	73.4%
Lower Middle	20.2%	79.8%
Upper Middle	20.3%	79.7%
Upper	10.1%	89.9%

Bonus

- Mean gender bonus gap = 45.6%
- Median gender bonus gap = 55.5%

Proportions of male and female employees receiving bonus

Female	Male
18.6%	17.5%

(note that due to the definition of bonus used in the regulations, all employees are considered eligible for bonus)

Commentary

- When comparing roles on a like for like basis, we are comfortable that male and female employees are paid comparably. Our pay bands structure supports this, while leaving room to reflect individual differences in performance and experience.

- The main explanation for the pay gap is in the nature and relative seniority of roles occupied by male and female employees. As the data on female and male employees in each pay quartile suggests, we have a relative shortage of women in senior management roles, and this is also true in senior sales roles. This creates a gap both in average pay and average bonus earnings.

- The IT industry as a whole is heavily male-dominated, and we recognise that, of the proportionately fewer women entering the industry, even fewer continue to progress to the most senior roles. We aim to support women who wish to progress in their careers with Getronics, offering bonuses to women who choose to return after a period of maternity leave, and supporting flexible working for all employees, enabling both women and men to work around competing demands such as childcare.

- In 2018, we have also launched a new Women In Technology initiative, led by Caroline Montgomery, Board Member and director of our Engineering and Solutions division. Among its many objectives, it aims to promote diversity in the workplace, encourage and support female employees to grow and develop in their careers, as well as to attract women into an IT career with Getronics.