

GENDER PAY GAP REPORTING

Getronics UK

Pay

- Mean gender pay gap = 13.8%
- Median gender pay gap = 11.6%

Proportions of male and female employees in each pay quartile:

	Female	Male
Lower	22.5%	77.5%
Lower Middle	23.8%	76.2%
Upper Middle	16.9%	83.1%
Upper	13.2%	86.8%

Bonus

- Mean gender bonus gap = 49.5%
- Median gender bonus gap = 44.8%

Proportions of male and female employees receiving bonus

	Female	Male
	20.6%	19.5%

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

Commentary

- We have made clear progress since 2017, with our mean gender pay gap reducing from 19.7% to 13.8%, and the median pay gap reducing from 17.6% to 11.6%. This improvement has largely been driven by a growing number of women both recruited and progressing into senior roles.
- Our Women in Technology initiative continues to support this progression at all levels of the business; in early 2018 we welcomed our first female IT apprentice, and ongoing workshops aim to provide support and development opportunities for women within the organisation.
- Other benefits, such as a bonus for returning to work after maternity leave, and flexible working options for all employees, encourage our employees to remain with Getronics while raising a family, rather than risk losing out on career and salary progression.
- We are confident that, when roles are compared like for like, and allowing for individual differences in experience and performance, we pay our employees equitably, regardless of their gender.



Getronics Services UK Ltd Gender Pay Gap Reporting – April 2018

I confirm that the information published By Getronics Services UK Ltd, in respect of the gender pay gap calculations for the April 2018 snapshot date, is accurate.

Signed: 
Deborah Exell
Global HR Director

Date: 21/2/2019