

GENDER PAY GAP REPORTING – APRIL 2019

Getronics UK

Pay

- Mean gender pay gap = 8.4%
- Median gender pay gap = 7.3%

Proportions of male and female employees in each pay quartile:

<i>Quartile</i>	<i>Female</i>	<i>Male</i>
<i>Upper</i>	11.6%	88.4%
<i>Upper middle</i>	23.1%	76.9%
<i>Lower middle</i>	21.5%	78.5%
<i>Lower</i>	20.2%	79.8%

Bonus

- Mean gender bonus gap = 63.0%
- Median gender bonus gap = -1.6%

Proportions of male and female employees receiving bonus

<i>Female</i>	<i>Male</i>
22.1%	26.4%

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

Commentary

- We have continued to improve both our mean and median gender pay gaps. A particular driver of this change in the last 12 months has been our increasingly globalised structure. With fewer directors in the UK, there is less skewing of the averages by a small number of very high salaries.
- Although this change has also resulted in fewer women in the upper pay quartile, we are pleased that our family-friendly initiatives are encouraging women to remain with Getronics as they develop their careers. This has led to an increased presence of female employees in the upper middle pay quartile.
- The significant difference between mean and median gender bonus gaps is mainly due to a predominantly male sales team receiving commission payments. These often larger payments resulted in a large gap in the mean value of payments. The small median bonus gap is a more accurate reflection of the balance of other types of bonus payments across the genders.

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Getronics Services UK Ltd Gender Pay Gap Reporting – April 2019

I confirm that the information published By Getronics Services UK Ltd, in respect of the gender pay gap calculations for the April 2019 snapshot date, is accurate.

Signed: 
Campbell Robertson
Managing Director, Getronics UK

Date: 25/02/2020