

GENDER PAY GAP REPORTING – APRIL 2020

Getronics UK

Pay

- Mean gender pay gap = 16.0%
- Median gender pay gap = 14.6%

Proportions of male and female employees in each pay quartile:

| <i>Quartile</i> | <i>Female</i> | <i>Male</i> |
|---------------------|---------------|-------------|
| <i>Upper</i> | 9.5% | 90.5% |
| <i>Upper middle</i> | 23.3% | 76.7% |
| <i>Lower middle</i> | 17.2% | 82.8% |
| <i>Lower</i> | 21.6% | 78.4% |

Bonus

- Mean gender bonus gap = 68.6%
- Median gender bonus gap = 20.8%

Proportions of male and female employees receiving bonus:

| <i>Female</i> | <i>Male</i> |
|---------------|-------------|
| 21.2% | 23.0% |

We are proud to have a range of different types of incentives, enabling all employees to earn a bonus.

Commentary

- With an increased focus on globalisation, a number of female employees leaving from senior roles in the UK have been replaced in other countries. This has unfortunately widened our gender pay gap, compared to last year.
- However, we are proud that our continued focus on flexible working, including increased home working prompted by the Covid-19 pandemic, has enabled us to support and retain women in the upper middle quartile in particular. This flexibility of course also benefits male colleagues, and we encourage flexibility around childcare in particular for all employees.
- The significant difference between mean and median gender bonus gaps reflects a largely male sales team and the higher proportion of male senior managers who have continued to be based in the UK.



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Getronics Services UK Ltd Gender Pay Gap Reporting – April 2020

I confirm that the information published By Getronics Services UK Ltd, in respect of the gender pay gap calculations for the April 2020 snapshot date, is accurate.

A handwritten signature in black ink, appearing to read "W. Bowen". The signature is written in a cursive style with a long horizontal stroke at the end.

Signed: _____

Wesley Bowen

Managing Director, Getronics UK

Date: 17/02/2021