



GENDER PAY GAP REPORTING – APRIL 2021

Getronics Services UK Ltd

Pay

- Mean gender pay gap = 21.7%
- Median gender pay gap = 16.1%

Proportions of male and female employees in each pay quartile:

<i>Quartile</i>	<i>Female</i>	<i>Male</i>
<i>Upper</i>	11.7%	88.3%
<i>Upper middle</i>	19.2%	80.8%
<i>Lower middle</i>	18.3%	81.7%
<i>Lower</i>	25.2%	74.8%

Bonus

- Mean gender bonus gap = 58.4%
- Median gender bonus gap = 49.2%

Proportions of male and female employees receiving bonus:

<i>Female</i>	<i>Male</i>
16.3%	20.0%

We have a range of different types of incentives, enabling all team members to earn a bonus.

Commentary

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 are proud that our UK Management team is balanced with male and female colleagues.

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. With our continued globalisation, a number of female employees leaving from senior roles in the UK have been replaced in other countries. This has unfortunately widened our gap, compared to last year.



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 colleagues, enabling both women and men to work around competing demands such as childcare. We are proud that our family-friendly initiatives are encouraging women to remain with Getronics, noting that in the last year all women who have taken a career break have decided to return to Getronics, and we have also been able to support all requests for flexible working, including those from our male team members. Our initiatives have the dual aim of encouraging and supporting female employees to grow and develop in their careers, and to attract women into an IT career with Getronics.

We still have work to do and we are placing emphasis on a number of programmes to accelerate our progress;

- As part of our commitment to continued learning and development our internal leadership development programme accredited by ILM has been relaunched with a dedicated pathway for female colleagues to progress within the Company.
- In support of continuing to empower a diverse and inclusive work environment our recent Diversity roundtable event focusing on Women in Technology empowered our colleagues to share their stories and inspire others to overcome gender stereotypes.
- Our Company wide active listening program enables us to be close to all Team Members, and through this channel we can better understand and respond to the needs of all colleagues. Through action planning this enables us to adapt and develop welfare programmes thus continuously improving the working environment and reimagining the future of work together.
- All of our Managers participate in our Inclusive Recruitment workshops as an interactive learning experience to ensure positive experiences for all candidates and colleagues.

Finally, it is important to acknowledge there is a fundamental difference between Gender Pay and Equal Pay. We are confident then when roles are compared like for like, and allowing for differences in knowledge, experience and performance, we pay our employees equitably, regardless of their gender.



Getronics Services UK Ltd

Level 30, The Leadenhall Building,

122 Leadenhall Street

London

EC3V 4AB

Getronics Services UK Ltd Gender Pay Gap Reporting – April 2021

I confirm that the information published by Getronics Services UK Ltd in respect of the gender pay gap calculations for April 2021 snapshot date is accurate.

Signed:

A handwritten signature in black ink, appearing to read "W. Bowen".

Wesley Bowen

Managing Director, UK

Date: 21st March 2022