



Gender Pay Gap Report

Getronics Services UK Ltd
April 2022

At Getronics we believe in people; our people have been helping us continue to transform for over 135 years, and a diverse and inclusive workforce enriches our Company, our outcome and our ambitions.

Reducing the gender pay gap and reaching true gender equity remains a long-term goal, and whilst progress has been made across society, we acknowledge there is still more to do. Within the technology sector we face similar challenges to others, such as attracting females into STEM (Science, Technology, Engineering and Mathematics) and representation of females at a senior level.

Getronics is committed to diversity, equal opportunities and inclusion, particularly with regards to the representation of females across the business.



We have recruited females into some of our senior positions and are proud that our local UK Management team remains representative of our wider population in terms of male and female colleagues.

We have evolved our internal leadership development programme to support progression through different levels of the organisation. Our learning plan dedicated to our female colleagues enables pursuance of development with a specific focus on the female perspective, encouraging growth and fulfilment of potential.

We have promoted flexible working, successfully enabling our colleagues to fit work around their own individual circumstances.

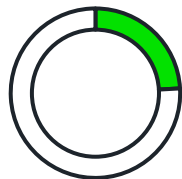
We have trained our Managers in Inclusive Recruitment practices to ensure positive recruitment experiences for all candidates and colleagues.

We have shared experiences of female colleagues across the Company, increasing awareness in sharing their stories and empowering others to overcome gender stereotypes.

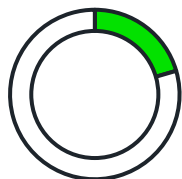
We have launched training for all our colleagues on our Environmental, Social and Governance (ESG) framework demonstrating how everyone can support and make an impact in contribution to the successful implementation.



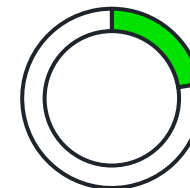
Mean pay gap
24.1%



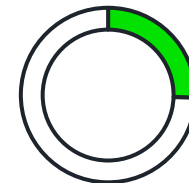
Median pay gap
20.5%



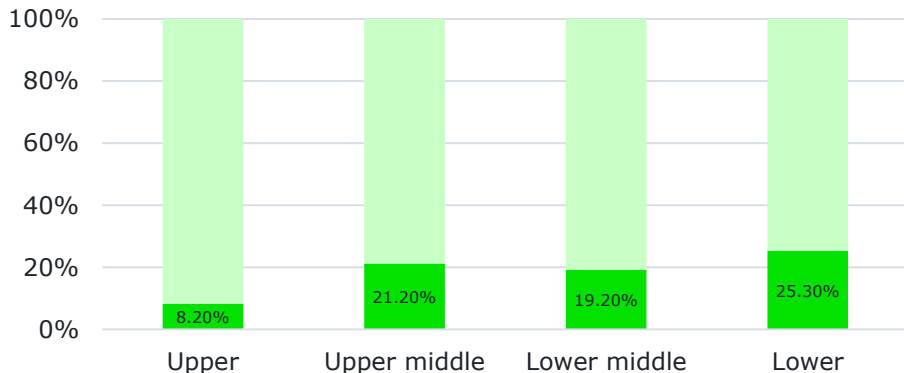
Females who received a bonus
22.4%



Males who received a bonus
25.5%



Pay Quartiles



Mean bonus gap 78.8%

Median bonus gap -44.6%

The IT industry overall 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. In analysing the number of our starters and leavers in the last year we noted an increased percentage of female starters compared to leavers demonstrating a positive impact on our gender ratios, and over time hope to see this impact our gap. Across our wider Getronics group, females occupy 20% of our senior leadership roles.



The mean bonus gap reflects a largely male sales team and the higher proportion of male senior managers who have continued to be based in the UK. Our UK wide recognition scheme, through which all our employees are eligible to receive a bonus, recipients of these awards were representative of our population. This is further evidenced through the median bonus gap, which combined with commission, referral bonuses and loyalty awards demonstrates the contribution of our female 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.

We are committed to progress actions to help reduce our gap; to continuously improve the working environment and reimagine the future. Using the insights from our gender pay gap and our Company wide active listening programme, this enables us to focus and take steps to improve the diversity of our workforce. As part of our strategy on diversity we are focused on four elements -



Awareness

Embed diversity and inclusion in our Company values and ensure it forms part of our decision-making process.

Implement unconscious bias training for all employees to raise awareness to reduce discrimination.



Talent

Increase representation of underrepresented groups to targeted recruitment and development efforts, including with organisations that support diversity and inclusion.

Continue to promote flexible working through all aspects of our employment practices.



Respect

Foster an inclusive work environment by encouraging open and respectful communication and creating safe spaces for employees to share their experiences and perspectives to deepen understanding of others.



Celebration

Celebrate and showcase the contribution and success of team members from diverse backgrounds and experiences, promoting our strength together as One Team.

Getronics Services UK Ltd Gender Pay Gap Reporting

We confirm that the information published by Getronics Services UK Ltd in respect of the gender pay gap calculations for April 2022 snapshot date is accurate.

28th March 2023

Nikolai Lakovic, Managing Director UK



28th March 2023

Claire Donald, HR Lead UK





Reimagining the digital future