



Gender Pay Gap Report

Getronics Services UK Ltd

April 2023

A diverse group of smiling people, including men and women of various ethnicities, are shown in the background. They are all smiling and looking towards the camera. The image is slightly blurred and has a warm, golden-brown tint.

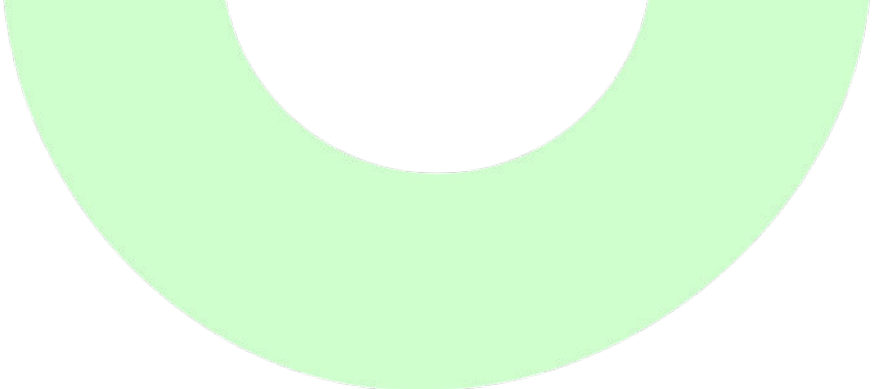
Introduction

We believe in our people. They are what makes us unique and allows us to build strong enduring relationships with our customers. We are proud of the talent and rich diversity of all our team members.

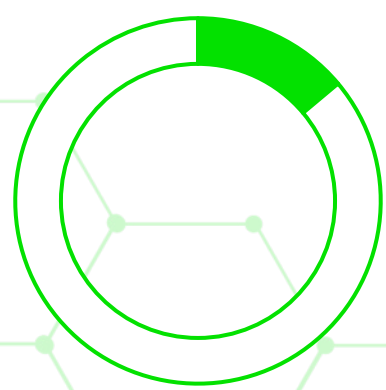
We are committed to diversity, equal opportunities and inclusion, particularly with regards to the representation of females across the business. Operating within the technology sector we face similar challenges to others, such as attracting females into STEM (Science, Technology, Engineering and Mathematics) and representation of females at a senior level.

We are proud that our Global Leadership Team and Local UK Management team is reflective of our wider population in terms of male and female colleagues.

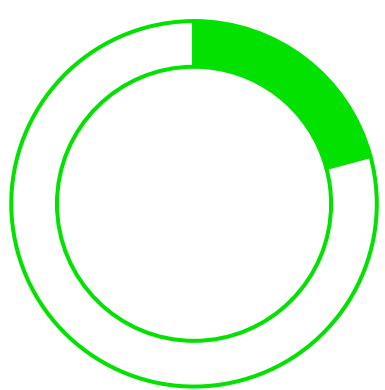
Our results



Median pay gap 13.9%



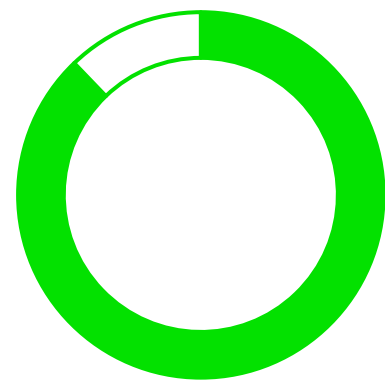
Mean pay gap 20.8%



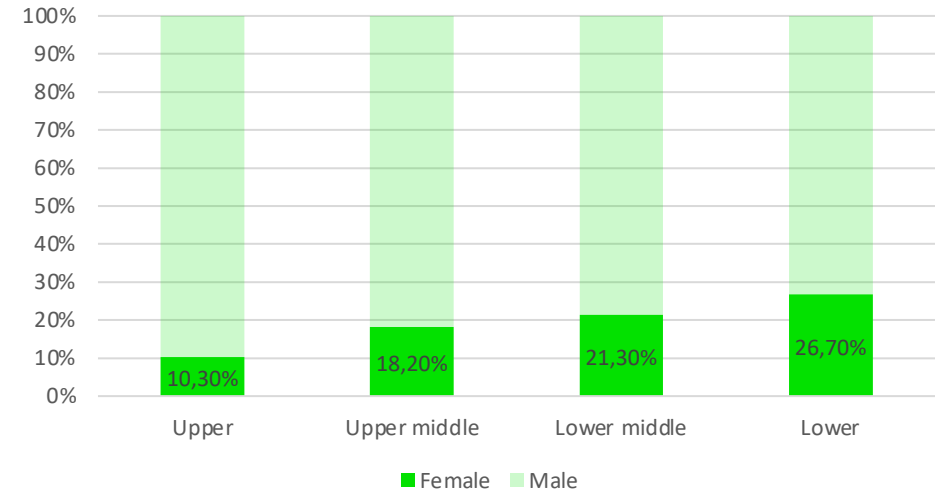
Median bonus gap 6.5%



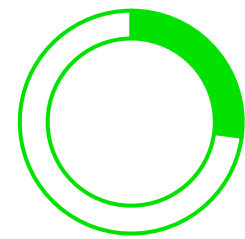
Mean bonus gap 87.8%



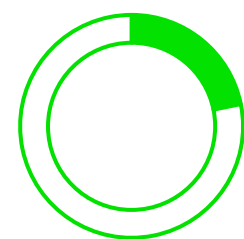
Pay Quartiles



Females receiving a bonus 27.1%



Males receiving a bonus 21.8%



Understanding our gap...

The technology industry is heavily male-dominated, and we recognise that, of the proportionately fewer women entering the industry, fewer continue to progress to the most senior roles. In analysing the number of our starters and leavers in the last year, for a consecutive year we noted an increased percentage of female starters compared to leavers demonstrating a positive impact on our gender ratios and are pleased to see a positive impact of this reflected in the gender split of our pay quartiles.

The mean bonus gap reflects a largely male sales team and the commission through this incentive plan. With female colleagues recently joining our sales team team we expect to see the impact of this in subsequent reports. When considering our UK wide recognition scheme, through which all our employees are eligible to receive a bonus, we noted a better-balanced number of awards made to male and 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.



Since last year...

We are committed to continually improving our working environment, and colleagues are provided with regular opportunities to share their feedback and suggestions. Through our Company wide active listening programme, we recently sought feedback from colleagues on our approach to Diversity and Inclusion, with 70% of respondents feeling that Getronics are dedicated to Diversity and Inclusiveness.

We have provided tools to support colleagues to reflect on actions they may take in acknowledging individual styles and differences, thus boosting inclusivity amongst teams in creating the best environment for colleagues' valuable, diverse perspectives. This was supported in Senior Leaders sharing their views on the benefits of diversity, acknowledging a mix of cultures, gender, age can bring different perspectives to promote creativity.

Reducing the gender pay gap and reaching true gender equity remains a long-term goal, and whilst some progress has been made across society, we acknowledge there is still more to do. We believe that workplace flexibility is key to reducing the gender pay gap across society. Our hybrid working model enables us to attract and retain the best professionals all over the world, creating interdisciplinary and diverse teams. We have continued to promote flexible working and within the UK have had a fivefold increase in requests with even more colleagues benefitting from a working pattern fitting around their individual circumstances.

In our recent survey of colleagues 79% of respondent reported they are satisfied with the with the workplace flexibility offered. Over time, as this flexibility embeds, we look forward to the positive impact this will have on hiring.



Since last year...

Our training modules on our Environmental, Social and Governance (ESG) framework, plus courses such as Inclusive Recruitment, continue to be a source of knowledge for our colleagues to develop and better understand how their actions can support and impact our working environment.

We have enhanced our resources for colleague wellbeing, including a dedicated Menopause hub, which brings together guides and resources to increase understanding and support colleagues experiencing menopause.

We have promoted experiences of female colleagues working across different roles and locations, providing role models and empowering others through shared experiences.

We regularly celebrate the contributions of colleagues, across all levels, teams and demographics, recognising those who have gone above and beyond expectations, promoting our strength together in acknowledging efforts and showcasing role model behaviours.





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 2023 snapshot date is accurate.

26th March 2024

Nikolai Lakovic, Managing Director UK



Claire Donald, HR Lead UK

