



Gender Pay Gap Report

Getronics Services UK Ltd

April 2024

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 dark overlay to make the text stand out.

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.

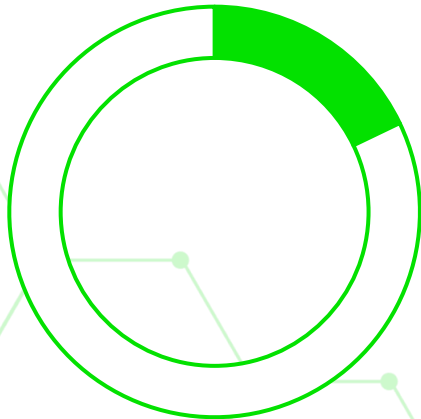
We are committed to diversity, equal opportunities and inclusion, particularly with regards to the representation of females across the business. Operating within the technology sector we face similar challenges to others, such as attracting females into STEM (Science, Technology, Engineering and Mathematics)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

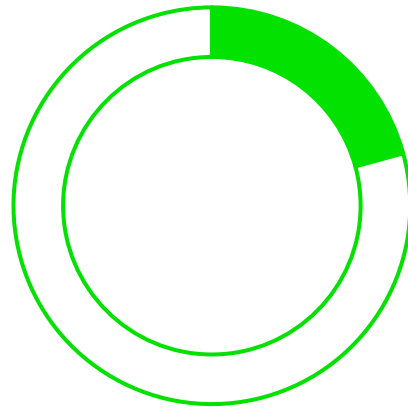
Our results

Female Male

Median Pay Gap 17.9%



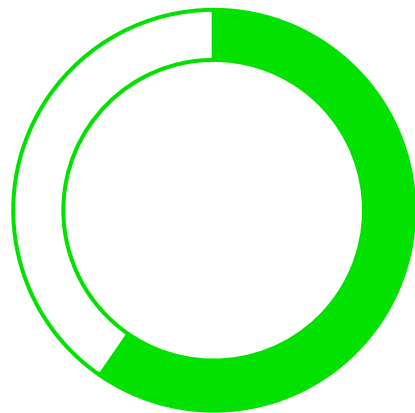
Mean Pay Gap 20.8%



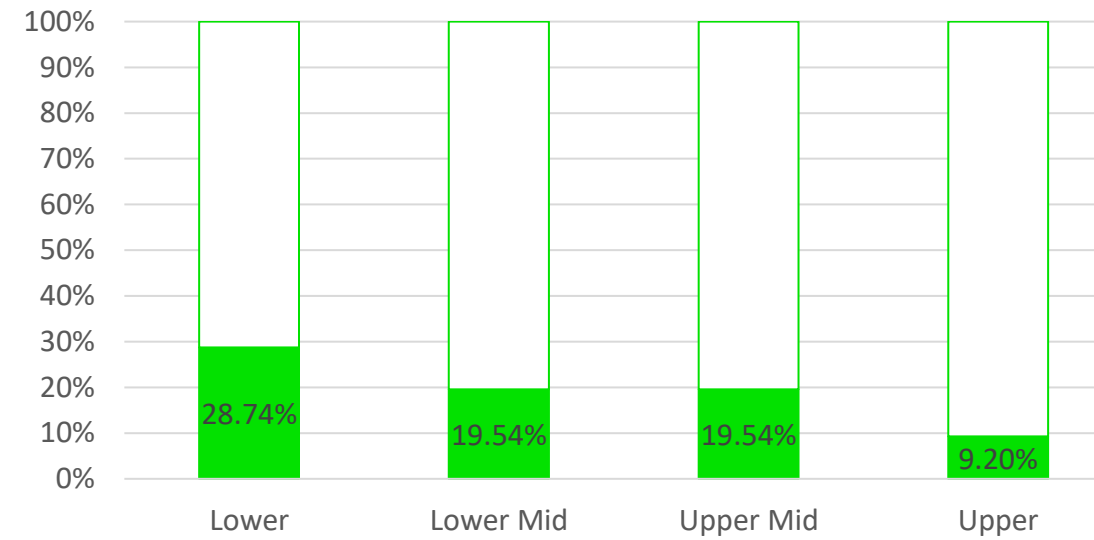
Median Bonus Gap 51.2%



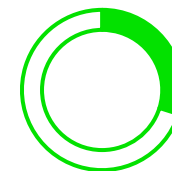
Mean Bonus Gap 59.6%



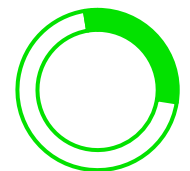
Pay Quartiles



Females receiving a bonus
29.8%



Males receiving a bonus
28.2%



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 during 2024, for another consecutive year we noted an increased percentage of female starters (27%) compared to female leavers (11%).

Our mean pay gap remains consistent since last year.

The mean bonus gap, though reduced to 59.6%, reflects a largely male sales team and the commission through this incentive plan.

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 feedback and suggestions. Through our Company wide active listening programme, we once again sought feedback from colleagues on our approach to Diversity and Inclusion, with 71% of respondents feeling that Getronics are dedicated to Diversity and Inclusiveness.

We believe that workplace flexibility is a key factor in reducing the gender pay gap, enabling a better fit between professional and personal lives particularly for those colleagues with caregiving responsibilities.

Our hybrid working model enables us to attract and retain talent all over the world, creating interdisciplinary and diverse teams. In the technology industry in particular, hybrid working has been found to significantly support the progression of female colleagues, empowering them in continuing their careers.

We have continued to promote flexible working and within the UK are proud to have been able to accommodate all requests in some form with even more colleagues now benefitting from a working pattern fitting around their individual circumstances. Of those colleagues working an individual working pattern, 45% are male which supports a shift in mindset of societal norms. In our recent survey of colleagues 84% of respondents reported they are satisfied with the workplace flexibility offered. Over time, with our sustained approach to supporting flexible working, we look forward to the positive impact this will have across our working environment.



Since last year...

In the last year we reviewed our Parental Leave policies and based on feedback, implemented changes to enable the support to be better tailored to the individual needs of new parents.

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 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.

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 and remain committed to creating an environment where all colleagues are able to be their best.



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 2024 snapshot date is accurate.

31st March 2025

Stuart Deignan, Chief Executive Officer



Claire Donald, HR Lead UK

