

Gender Pay Gap Report

Getronics Services UK Ltd

April 2025



Introduction

We believe in our people. They are the foundation of our success, shaping our culture and enabling us to build strong, lasting relationships with our customers. We are proud of the talent, experience, and diversity that each of our colleagues brings to the organisation.

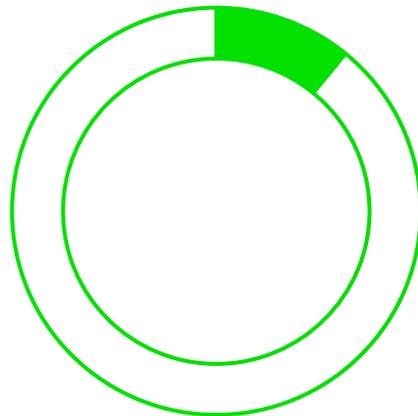
We are committed to fostering an inclusive workplace where everyone has opportunities to thrive.

As part of the technology sector, we recognise the industry-wide challenges related to attracting women into STEM (Science, Technology, Engineering and Mathematics) roles and increasing female representation at senior levels.

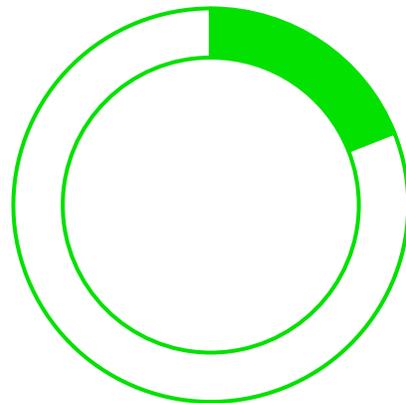
We are proud that our Global Leadership Team and Local UK Management team is reflective of our wider population in terms of male and female colleagues.

Our results

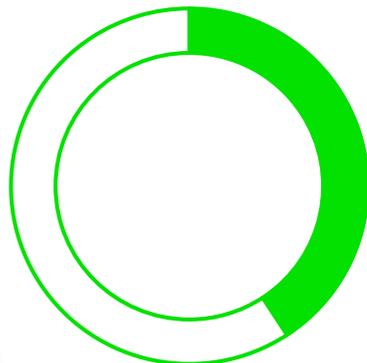
Median Pay Gap 10.9%



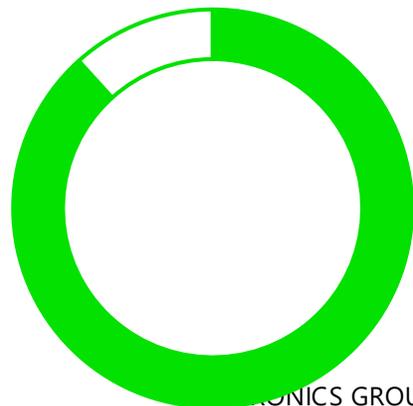
Mean Pay Gap 19.0%



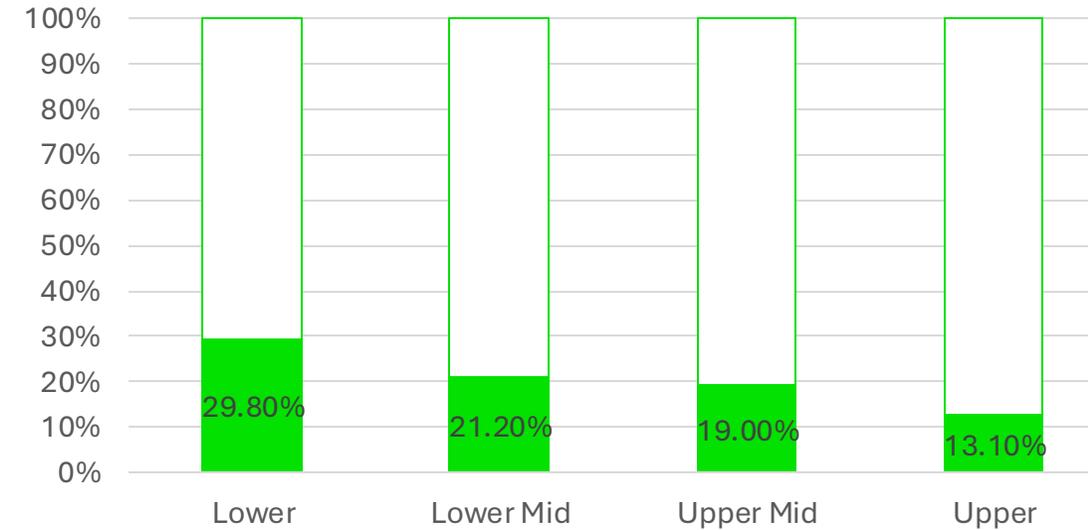
Median Bonus Gap 74.4%



Mean Bonus Gap -7.9%



Pay Quartiles



Females receiving a bonus 24.3%



Males receiving a bonus 26.2%



Understanding our gap...

The technology sector continues to be heavily male-dominated, and this is reflected across the industry in the lower proportion of women entering STEM fields and progressing into senior leadership positions. When reviewing our own workforce dynamics during 2025, we noted that the number of female starters matched the number of female leavers, demonstrating stability in our female representation.

Our overall results this year remain broadly consistent with last year -

- Our mean gender pay gap reduced slightly from 20.8% to 19%.
- Our mean bonus gap has also reduced, though it continues to be significantly influenced by the demographic of our UK based sales team and the commission structure of this group.

When reviewing our UK-wide recognition scheme, through which all colleagues are eligible to receive a bonus, we are encouraged to see a more balanced distribution of awards between male and female colleagues.

This gap continues to be influenced primarily by the structure of our workforce. As is common across the technology sector, we have a higher proportion of men in senior technical and leadership roles. We are confident that when roles are compared on a like-for-like basis, with knowledge, experience and performance considered, colleagues are paid equitably regardless of gender. The pay gap instead reflects how roles and career paths are distributed across the company rather than unequal pay for the same work.

Since last year...

We remain committed to building an inclusive, equitable working environment where everyone can thrive. Our company-wide active listening programme continues to be a valuable channel for feedback. This year, 72% of colleagues reported confidence in our dedication to Diversity and Inclusion, and agreed our working environment promotes respect and dignity.

Workplace flexibility continues to be a significant enabler in reducing the gender pay gap, helping colleagues balance professional and personal commitments, particularly those with caregiving responsibilities. Recent surveys show positive sentiment from colleagues regarding the ability to balance work and personal life, with employees reporting that they feel supported and able to manage competing demands.

Flexibility remains a core strength of our colleague experience. We are proud that we have been able to accommodate all requests for flexible working in some form, with more colleagues than ever benefitting from arrangements tailored to their needs. Notably, over half of colleagues on individual working patterns are male, signalling a positive shift from societal norms. This year, 86% of colleagues expressed satisfaction with the flexibility available to them. Over time, we expect our sustained approach to continue positively influencing gender balance and equity across our organisation.

Our hybrid working model allows us to attract and retain diverse talent across the world. In the technology sector, this approach has been shown to significantly support the progression of women, empowering them to continue advancing their careers. Colleagues report strong support from their managers and a clear sense of connection to organisational goals.

Our actions and commitments...

→ **Launching our Menopause Support Plan**

We will introduce a comprehensive menopause support pathway, bringing together all available guidance, tools and resources. This will provide education for all colleagues and clear support for those experiencing menopause or perimenopause.

→ **Strengthening Awareness in line with the Employment Rights Act**

Although our family-friendly and flexible working practices already exceed statutory requirements, the launch of the new Employment Rights Act provides a valuable opportunity to strengthen awareness and visibility of the support available to colleagues. Ensuring that all colleagues clearly understand their rights and the ways in which our policies go further will help reinforce our commitment to gender equality, inclusion, and equitable career progression.

→ **Expanding and reinforcing learning on Inclusion and ESG**

Our Environmental, Social and Governance (ESG) learning framework and modules - such as Inclusive Recruitment - continue to support colleague awareness and understanding of how individual actions drive a more equitable workplace. We will strengthen participation and visibility of these modules during the year.

→ **Continuing to Celebrate Contributions Across All Groups**

We regularly recognise colleagues across all levels, teams and demographics. Celebrating individuals who go above and beyond reinforces role-model behaviours, strengthens engagement, and highlights the diverse strengths within our organisation.



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 2025 snapshot date is accurate.

31st March 2026

Stuart Deignan, Chief Executive Officer



Claire Donald, HR Lead UK

