

COMPUTACENTER (UK) LTD

# GENDER PAY GAP REPORT 2021

Balancing the gender mix in a male-dominated industry



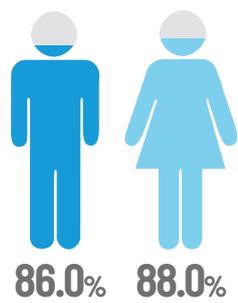
# EMBRACING DIFFERENCES

In 2021, we continued to focus on ensuring our people are all valued and supported to reach their full potential, as we know that being a diverse and inclusive organisation enables us to:

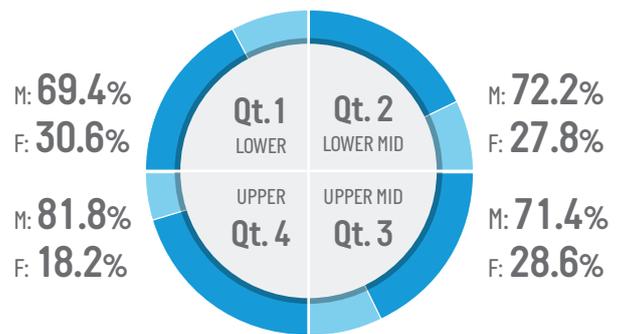
- attract, retain and promote the best talent;
- create strong leaders;
- use the diverse experiences, skillsets and ways of thinking that our employees provide;
- understand and reflect our diverse customers, enabling us to provide them with the best possible service;
- improve performance; and
- be more innovative and forward thinking.

Reducing the gender pay gap is one element of our strategy to build a diverse and inclusive workplace and we're committed to achieve this. We want to make sure our female employees have the right support to progress their careers and achieve their potential.

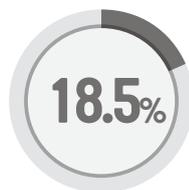
## OUR RESULTS



Proportion of males/females receiving a bonus payment



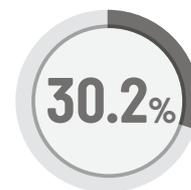
Number of males and females in equal-sized pay quartiles



Mean pay gap



Median pay gap



Mean bonus pay gap



Median bonus pay gap

When looking at comparing this year's results with our previous reports, we've chosen to compare them to our 2019 results. This is because last year's results were significantly impacted by the Coronavirus pandemic and associated influence of furlough.

When using 2019 as our baseline year, we can see that in 2021 we've made progress with an 8.5% decrease in our Median Pay Gap. Furthermore, our Median GPG is 5% lower than the ONS GPG figure for 2021.

We've also seen significant reductions in our Mean and Median Bonus Pay gaps. The most noticeable difference when compared to 2019 is that our Median Bonus Pay Gap has moved to 0% from 44.9% in 2019. This drastic improvement can mostly be attributed to a one-off Group Employee Bonus that was paid to UK employees within the snapshot reporting period for 2021. This bonus meant more individuals were included in the bonus data calculation and with the vast majority having received similar payments this created an equilibrium in our data. When we remove the impact of this Group Employee Bonus on our data, we can still see progress with the Median Bonus Pay Gap, where it shows an 11.1% decrease compared to 2019 and bonus proportions increased by 5.3% for males and 7.6% for females.

When we look at our progress across the years since GPG reporting started we can see that positive movement has been made. By comparing our first results in 2017 to this year's, our Mean GPG has reduced by 1.6% and the Median GPG has decreased by 3.5%. In addition, the Mean Bonus Pay Gap has reduced by 21.5%.

Overall, we're pleased that we have made notable progress in this area, however, it's important that we continue to acknowledge the known impacts on this year's figures, the challenges of 2022 and beyond and utilise this to inform our insight for our future performance in this area.

	2019	2021
Mean pay gap	18.5%	18.5%
Median pay gap	18.6%	10.1%
Mean bonus pay gap	42.9%	30.2%
Median bonus pay gap	44.9%	0%

Number of male and female each in four equally sized pay quartiles:

	2019 males in quartile	2021 males in quartile	2019 females in quartile	2021 females in quartile
Quartile 1 - Lower	66.04%	69.4%	33.96%	30.6%
Quartile 2 - Lower Middle	71.06%	72.2%	28.94%	27.8%
Quartile 3 - Upper Middle	76.45%	71.4%	23.55%	28.6%
Quartile 4 - Upper	83.54%	81.8%	16.46%	18.2%

Proportion of males and females receiving a bonus payment:

Males	86.0%	Females	88.0%
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# PROGRESS SINCE OUR 2020 REPORT

The challenges we face in addressing our gender pay gap remain consistent with others in the technology sector where women are still significantly underrepresented, particularly at a senior level. We are focused on increasing our female representation at a senior level, with an additional focus on sales and technology roles.

We remain passionate about making lasting changes to not only our business, but to the sector as a whole. Our work with future talent and encouraging women and girls into STEM (Science, Technology, Engineering and Maths) careers remains a significant part of our strategy and focus to ensure we build a strong pipeline of diverse talent for the future. Despite the ongoing challenges of the pandemic throughout 2021, we were able to continue to deliver a combination of remote and onsite outreach activities across the UK. We reached over 4000 young people through our community outreach activities, and of these 53% were female. We were extremely proud to have been awarded 'Best Community Outreach Programme' at the CRN Women in Channel Awards for our commitment to school and community outreach and our particular focus on improving diversity in our sector.

**CRN  
WOMEN  
IN CHANNEL  
AWARDS  
2021**

**WINNER**

Best Community  
Outreach Programme  
Computacenter

Our Future Talent team also had a very successful 2021 in attracting more diverse talent, over 45% of our newly recruited apprentices, graduates and industrial placement students were female. By focusing on community outreach activities and future talent, we are building a foundation of young diverse talent which we are excited to see progress through the organisation and wider industry.

We know that one of the key areas that we need to focus on is increasing the number of women that we have in Senior Management roles. During 2021 we continued to focus on increasing the number of females in our most senior job roles and are making steady progress. All our business areas continue their focus on how they can attract, retain and develop female talent. Having previously introduced our 'Growing Together' programme focusing on mentoring and coaching women in our business at middle management levels, 2021 saw the programme celebrate the milestone of having its 100th participant take part and is now available across the Group.

We're pleased to announce that in 2021 we delivered on our commitment and launched our new 'Leading Together' programme which is aimed at our most senior women in the business. The first cohort included 16 of our senior leaders from 5 different countries, with the goal of investing in our senior female leaders and giving them the opportunity to explore their development through a female lens. The programme helps to support participants to utilise their skills and experience to help shape the future of Computacenter and female leadership.

Within our UK business we have also improved the gender balance in some of our key technology roles, where we have increased the number of women by 6.15% from 2019. This increase in female representation has a significant part in reducing our gender pay gap and bonus pay gap calculations and we will continue with the progress that we have made in this area.

We continue to have a growing number of strong female role models in the business who we're extremely proud of. Recognition of this was achieved at the CRN Women in Channel Awards 2021 where we were delighted to see Claire Jarmyn win Sales Employee of the Year and Debbie Allard, Woman of the Year.



**Claire Jarmyn**  
Account Manager

**CRN Sales Employee of the Year**



**Debbie Allard**  
Director, Technology Operations

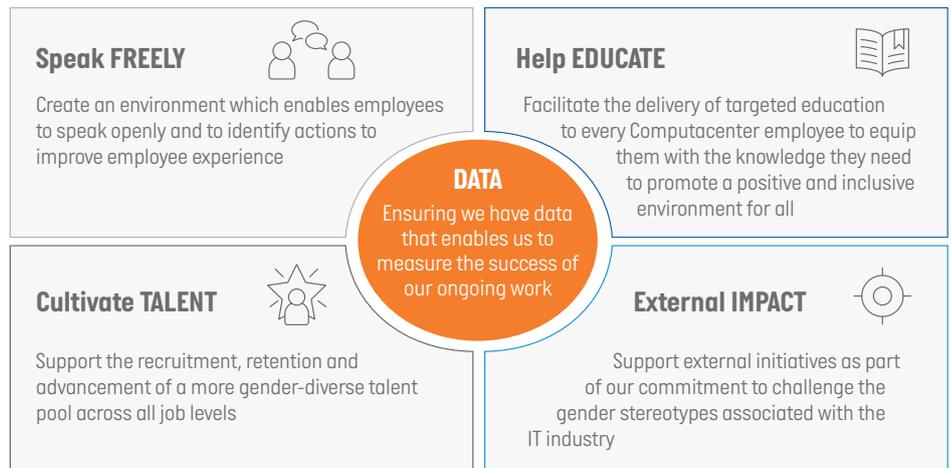
**CRN Woman of the Year**

# OUR ACTION PLAN FOR 2022

Although we are pleased with the progress that we have been able to report, we still have more that we want to achieve and are not complacent. This year we are committed to the following actions that we are confident will continue to drive our gender pay gap down and increase the progress that we are making in becoming a gender-balanced organisation.

## Growth of our new Employee Impact Group (EIG)

Our EIG model enables our employees to influence and create sustainable change within the business. We know that real change needs to be driven from all directions, and through giving our people a platform and an opportunity to help create the environment they want to be part of and to drive our focus on gender is how we'll make long-term sustainable change. In 2021 we launched a new Gender EIG which has begun to design a Group-wide approach to the topic, which can be delivered locally. We're excited to see our EIG grow and the impact it will have on Computacenter. The EIG activities are driven through 4 key work streams:



This will enable us to build on the work that we started in 2020 and developed in 2021, in a focused way with the support of a co-ordinated central team.

## Leading Together

Following the launch of our Senior Women in Leadership programme, we are currently in the final evaluation stage of the 2021 programme. We are really pleased that the feedback has been extremely positive to date. We are committed to continuing this programme throughout 2022 and further building on the positive steps we have made so far with supporting our top female leaders.

## Executive Focus

As in 2021, the whole Group Executive team continue to have a common focus around improving our gender diversity at our senior management levels.

We know that closing our gender pay gap will take time and we're confident that the things we're doing will continue to drive this in the right direction. We remain focused on this as a key part of our diversity and inclusion strategy, not only in the UK, but across the group in all of our businesses.

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## DECLARATION

We confirm that these calculations have been made in accordance and are accurate to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 as taken on the snapshot date of 5 April 2021.

Approved by and signed on behalf of the Board of Directors

**Mike Norris**, CEO  
8 March 2022

**Sarah Long**, Chief People Officer  
8 March 2022