

COMPUTACENTER (UK) LTD

GENDER PAY GAP REPORT 2017



TURNING DIFFERENCE INTO COMPETITIVE ADVANTAGE

Alongside our services and innovations, our people are a major source of competitive advantage for Computacenter and we continually review our approach to attracting and retaining talented individuals.

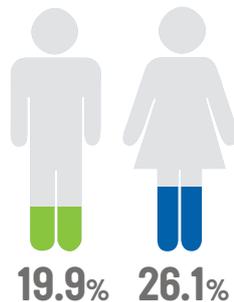
We pride ourselves on being an ethical employer with a diverse, talented and motivated workforce and have continued with our work on improving in these areas throughout 2017. Not only do we believe this is the right thing to do, but there are clear benefits. One important aspect of this focus is the gender balance within our company.

Under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017, all employers with 250 or more employees

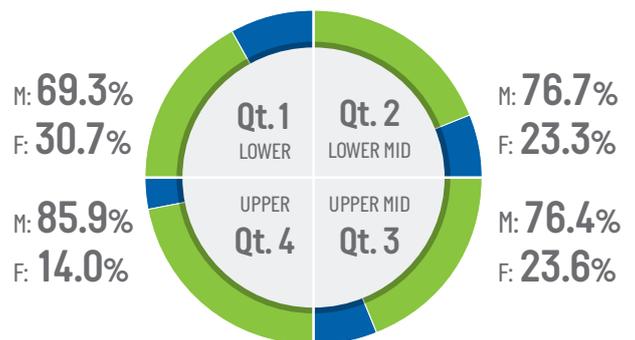
are required to publish gender pay gap information. This information measures the difference in the average earnings of men and women across all levels and jobs within the organisation.

Although we have a gender pay gap at Computacenter, this is different from an equal pay gap. We are confident that we don't have an equal pay problem at Computacenter and have systems and processes to regularly review this.

OUR RESULTS



Proportion of males/females receiving a bonus payment



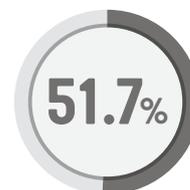
Number of males and females in equal-sized pay quartiles



Mean pay gap



Median pay gap



Mean bonus pay gap



Median bonus pay gap

WHAT ARE WE DOING ABOUT IT?

Eradicating the gender pay gap will take time and is a challenge faced not only by us, but by society as a whole. We are committed to taking action to improve our gender representation within the Company and will continue to drive this forward over the coming years.

Although our results show that our gender pay gap is better than the national median as well as that of the technology industry as a whole, we want our gap to reduce.

We know the challenges we face in addressing our gender pay gap are consistent with others in the technology sector. Specifically within Computacenter we need to increase our female representation in senior management, sales and technology roles. The impact on our gender pay gap of not having equal gender representation in these roles can be seen in the bonus pay gap figures in particular. Here, a significant element of bonus for the majority of these roles is based on company performance and commission.

Some of the things that we've been doing over the last year to encourage a better gender balance are:

- We've made improvements to what we pay to those on maternity and adoption leave.
 - Made changes that guarantee commission levels for those returning from maternity or adoption leave in Sales.
 - We've reviewed the experiences of our employees who go on maternity, adoption or shared parental leave. Looking at how we can help managers to understand the importance of the support they provide to employees during the lead up to their leave, whilst they are off and when they return to work.
 - We've held 'Women in Sales' events to understand what it's like to be a woman in sales in Computacenter and how we can support our people. The events have covered a range of topics from the recruitment process to female representation and mentors in leadership roles.
 - Working with our recruitment partner Hays to look at what we can do as part of our recruitment processes to attract more women. This includes looking at where we place job adverts, the language we use in adverts and job descriptions as well as reviewing the minimum requirements we specify for roles to ensure they are inclusive.
- Encouraging women into Science, Technology, Engineering and Maths (STEM) careers is a key part of our diversity and inclusion strategy. As part of our Future Talent strategy we have further developed our outreach programme to address the subject in schools, colleges and universities. We have STEMNET Ambassadors and 'Inspire the Future' Ambassadors, who link to schools nationally and engage in a range of events. These ambassadors help to promote IT as a career for all students as well as helping young people prepare for the world of work. With over 190 events and workshops completed in 2017, outreach continues to form the groundwork for all our Future Talent programmes.
 - In 2017 we saw a marked increase in the representation of females on our Associate/ Graduate programme where it was a 43% female to 57% male intake, our Industrial Placement programme where females made up 41% of the intake and an increase of 4% from 2016 of females joining our Apprenticeship programmes taking female representation on these to 22%.
 - We set up our 'People Panel'. A group of representatives from across our Computacenter group who focus on driving forward our diversity and inclusion work. Their first meeting took place in March 2017 and their responsibilities include:
 - > Raising awareness of where collaboration, diversity and inclusion are working well in the organisation. That could be through sharing success stories and highlighting role models.
 - > Joining up key initiatives that are already underway, highlighting these and enabling broader communication about them.

DECLARATION

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



Mike Norris
CEO



Barry Hoffman
Group HR Director