

COMPUTACENTER (UK) LTD

# GENDER PAY GAP REPORT 2020

Balancing the gender mix in a male-dominated industry



# EMBRACING DIFFERENCES

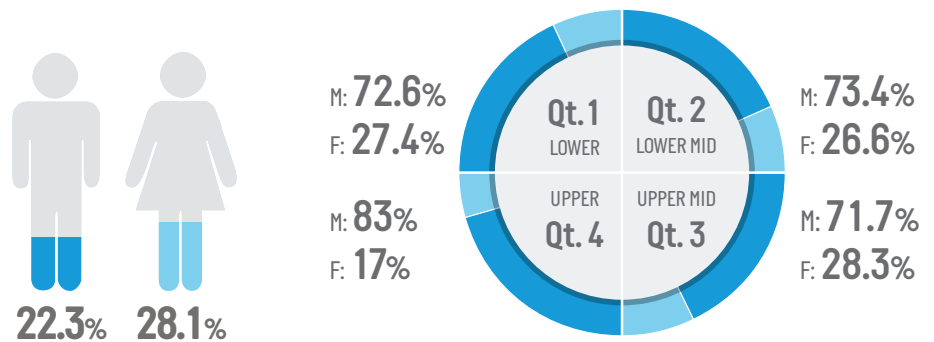
One of the most important factors in Computacenter's growth as a global business is ensuring that all our people are valued and supported to reach their full potential.

Having 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.

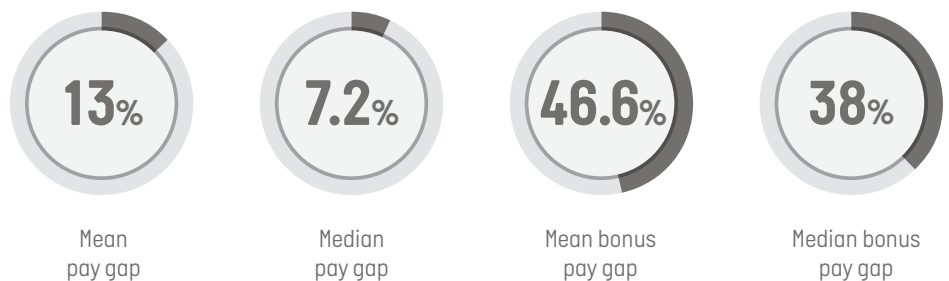
This is why we continue to focus on building a diverse and inclusive workplace where everyone's ideas and contributions are recognised and rewarded equally. Reducing our gender pay gap is one part of us building a diverse and inclusive workplace which is why we're committed to achieving this. We will make sure our female employees have the right support to give them the skills and confidence they need to continue to progress their career.

## OUR RESULTS



Proportion of males/females receiving a bonus payment

Number of males and females in equal-sized pay quartiles



Across all the mandatory calculations we have achieved a reduction against our 2019 gender pay gap calculations with the exception of the mean bonus gap which has increased slightly.

Although we are pleased that we have made progress in this area, it is important that we acknowledge the impact that the Coronavirus pandemic has on this reporting period.

As with many other companies, our results that have been reported for 2020, have been affected by the impact of furlough. We also don't want to distract from the real progress we have made, which remains significant against 2019.

So that we were able to measure the real progress we've made with our Gender Pay Gap we have also calculated our results including the data for those who were furloughed assuming they had earned their normal pay for the snapshot period.

	2019	2020 (inc. furlough)
Mean pay gap	18.50%	14.53%
Median pay gap	18.59%	9.30%
Mean bonus pay gap	42.97%	46.62%
Median bonus pay gap	44.92%	38.04%

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

	2019 males in quartile	2020 males in quartile (inc. furlough)	2019 females in quartile	2020 females in quartile (inc. furlough)
Quartile 1 - Lower	66.04%	70.95%	33.96%	29.05%
Quartile 2 - Lower Middle	71.06%	71.39%	28.94%	28.61%
Quartile 3 - Upper Middle	76.45%	71.21%	23.55%	28.79%
Quartile 4 - Upper	83.54%	82.33%	16.46%	17.67%

Proportion of males and females receiving a bonus payment:

Males	22.3%	Females	28.1%
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# PROGRESS SINCE OUR 2019 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 and we still need to further increase our female representation in this area as well as in, 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. In 2020 the challenges of lockdown and social distancing meant that many of the events that we had planned for the year had to be changed. We are especially proud against this climate that our school outreach and ambassador work was able to continue. Through adapting our ongoing support to focus on virtual events and engagement activities we still managed to achieve over 700 hours of volunteering and built new partnerships with 'Active Learning', 'The education business partnership' and 'SkillStruct'.

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 2020 we increased the number of females in our most senior job roles. By the end of 2020 our female representation globally at this level increased by 3.34%. This was also accompanied by the expansion across the globe, from just the UK and Germany, of our 'Growing Together' programme. The programme focuses on mentoring and coaching women in our business to inspire confidence in their abilities and empower them to reach their full potential in their careers.

Within our UK business we have also improved the gender balance in some of our key sales roles, where we have increased the number of women by 17% 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 2020 where we were delighted to see Helen Croft win Sales Employee of the Year and Julie O'Hara, Woman of the Year.



**Helen Croft**  
Product Specialist

**CRN Sales Employee of the Year**



**Julie O'Hara**  
Group Delivery Director

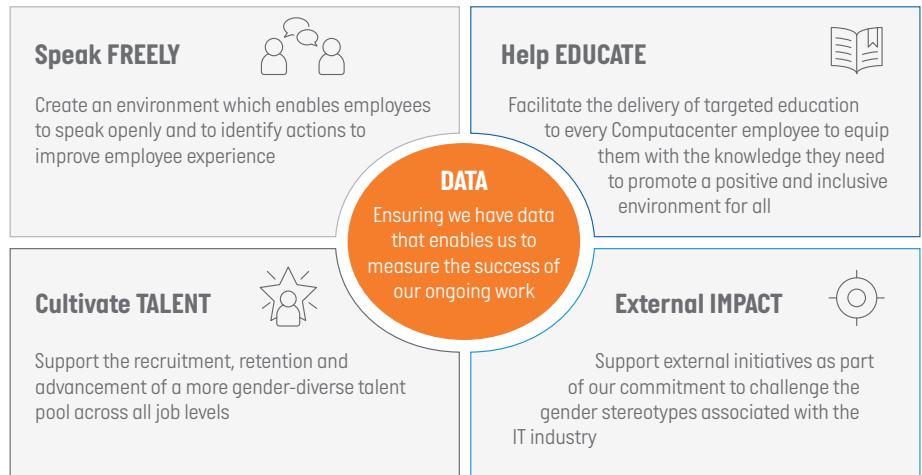
**CRN Woman of the Year**

# OUR ACTION PLAN

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.

## Launch of a new Employee Impact Group

The EIG model, which has been piloted with our new Ethnicity EIG in 2020, enables our employees to influence and create sustainable change within the business. With support from HR and the Exec, the EIG will include members from across all business areas and will focus on 4 key work streams.



This will enable us to build on the work that we have already started in a focused way with the support of a co-ordinated central team.

## Executive Objectives

All whole Group Executive will continue to have a common objective around improving our gender diversity at our senior management levels, as in 2020.

## Senior Women in Leadership programme

We were very disappointed not to be able to proceed with the programme we had planned during 2020. The reason for the delay in the launch of the programme was two-fold; the need for our Exec and senior leaders to focus on supporting our customers and employees during the pandemic and the importance of the sessions to be held face to face to maximise the impact and interaction between coaches and participants.

We are committed to launching this in 2021, even if it must be delivered remotely in parts and will ensure that our delegates have both the support and time to maximise the benefit of the programme for their development. This programme will focus on our talented females who are already in leadership roles and will cover topics including role modelling authentic leadership styles and influencing real and lasting change.

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.

**Pledges made as part of #EachforEqual campaign for International Womens Day 2020.**

**We will build a culture that actively celebrates gender diversity.**

**Mike Norris**

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**I will actively drive our diversity agenda.**

**Sarah Long**

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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 2020.

A handwritten signature in black ink, appearing to read 'M Norris'.

**Mike Norris**  
CEO

A handwritten signature in black ink, appearing to read 'S Long'.

**Sarah Long**  
Chief People Officer