

COMPUTACENTER (UK) LTD

# GENDER PAY GAP REPORT 2022

Balancing the gender mix in a male-dominated industry



# EMBRACING DIFFERENCES

In 2022, 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:

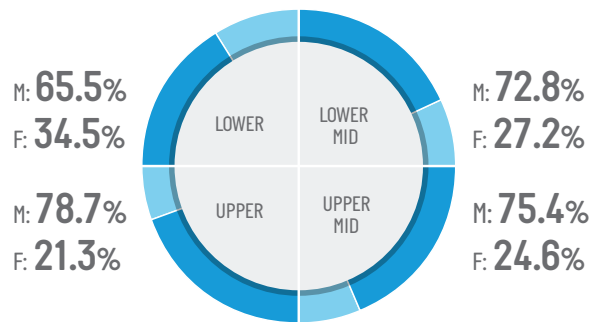
- attract, retain and promote the best talent;
- create strong leaders;
- use the diverse experiences, skillsets and ways of thinking that our employees provide;
- understand and reflect our diverse customers, enabling us to provide them with the best possible service;
- improve performance; and
- be 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 achieving this. We want to make sure our female employees have the right support to progress their careers and achieve their potential.

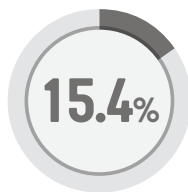
## OUR RESULTS



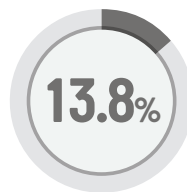
Proportion of males/females receiving a bonus payment



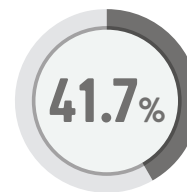
Number of males and females in equal-sized pay quarters



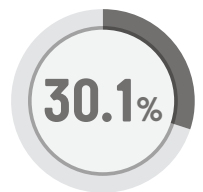
Mean pay gap



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 again chosen to compare them to our 2019 results. This is because the last two year's results have been impacted by the Coronavirus pandemic and associated influence of furlough.

When using 2019 as our baseline year, we can see that in 2022 we've made progress with a 4.8% decrease in our Median Pay Gap. Our Mean has reduced by 3.1% against both 2019 and 2021.

In 2022 we saw an increase in our Median Bonus Pay Gap, when compared to prior year. In 2021 a one-off Group Employee Bonus was paid to UK employees within the snapshot reporting period, which meant significantly more individuals were included in the bonus data calculation, with the vast majority having received similar payments this created an equilibrium in our data. If we compare 2022 to our baseline year of 2019, we see an underlying decrease in the gap of 7.9%. The one off bonus payment in 2021 also impacted our 2022 Mean Bonus Pay Gap that has increased against 2021 by 11.5%.

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 4.76% and our Mean Bonus Pay Gap has reduced by 10%.

Overall, we're pleased that we continue to progress in this area; however, it's important that we continue to acknowledge the known impacts on this year's figures, and will continue to use these calculations to inform our insight for our future performance.

# PROGRESS SINCE OUR 2021 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 senior female representation, 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 and work hard to encourage more young women to join our industry and supporting our female employees to reach their goals and role model the possibilities for future generations.

Our educational outreach programmes (Bright Futures) continue to be a significant part of our strategy and focus to ensure we build a strong pipeline of diverse talent for the future. We're proud to have built a strong network of over 140 employee volunteers in the UK, with the mission to support the next generation of young people by inspiring them to follow a career in Science, Technology, Engineering and Maths (STEM) reaching over 34,000 students and young adults in 2022. The Future Talent team also had another successful year with 85 Apprentices, Industrial Placement Students and Graduates joining us on our various schemes. A key part in supporting the work we are doing is to build a foundation of young diverse talent which we are excited to see progress through the organisation and wider industry.

We sponsor several awards and events to help influence the industry in this space, including:

- Everywomen in Tech
- CRN Women in Channel
- The Athena Hackathon

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 2022 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.

In support of this we have continued with our specialist personal and leadership development opportunities:

- **Our Growing Together programme** supports our mid-level females, focusing on networking, engagement, and education. By the end of 2022 we were proud to have our 130th female supported through the programme and already have further cohorts planned for 2023.
- **Our Leading Together programme**, supporting our most senior women [those that operate at Exec -1 and -2 levels] from across North America, UK, France, and Germany, saw a cohort of 11 participants in 2022. We are building a strong pipeline of female talent who are empowered and equipped to play a significant role in the leadership of our business.

This has been accompanied by the development of our Gender Employee Impact Group in 2022. Still in its infancy, our Gender EIG 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.

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Being a woman in engineering is very rewarding - it gives you a great sense of accomplishment when you fix something. I wish I could have got into IT at a younger age. Engineering is so much more than 'switching it off and on again'.

**Danielle**  
Customer Engineer, TRG North

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# PROGRESS SINCE OUR 2021 REPORT

We are extremely proud that we have continued to receive recognition of our brilliant female talent at the UK CRN Women in Channel Awards and on a wider basis we were again named as a Top Employer for Women in Germany by Brigitte magazine.

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 UK CRN Women in Channel Awards 2022 where we were delighted to see Helen Croft, Debbie Pitt and Olya Scekaturova win awards.



**CRN WOMEN IN CHANNEL WINNERS**

  
**Helen Croft**  
Sales Employee of the Year

  
**Olya Scekaturova**  
Exec Mentor of the Year

  
**Debbie Pitt**  
Unsung Hero Award

**CRN  
WOMEN  
IN CHANNEL  
AWARDS**

Across our Group businesses in 2022:

- An increase in our female population of 1.09%; an increase of 2.19% since 2020
- 57% of our most senior joiners were women in 2022
- Increased our gender balance at senior manager level, with an increase of 6.11% in 2022 and 8.73% since 2020 in the number of females in these roles.

# OUR ACTION PLAN FOR 2023

We know 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.

We will:

- Embed our Gender Employee Impact Group (EIG) in the UK and across the Group
- Continue Executive Focus.

As in 2021 and 2022, the whole Group Executive team continue to have a common focus around improving our gender diversity at our senior management levels and our overall employee population.

Following the launch of our 'Menopause Guidelines' to support the wellbeing of our female employees, in 2023 we will review our 'Family Time' policies to ensure they are appropriate to support and retain our employees.

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 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 2022.

Approved by and signed on behalf of the Board of Directors



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

**Mike Norris**, CEO  
March 2023



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

**Sarah Long**, Chief People Officer  
March 2023