

COMPUTACENTER (UK) LTD

GENDER PAY GAP REPORT 2018



EMBRACING DIFFERENCES

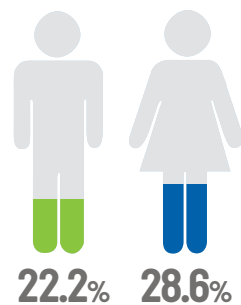
One of the most important factors in Computacenter being able to develop and grow as a business, is making sure that all our staff are valued and supported to reach their full potential.

As an employer it is our responsibility to make sure we are making the most of the diverse experiences, skill sets and ways of thinking that our employees provide. We know how important it is to reflect our customer base, so we can better understand them, and our customers know this too.

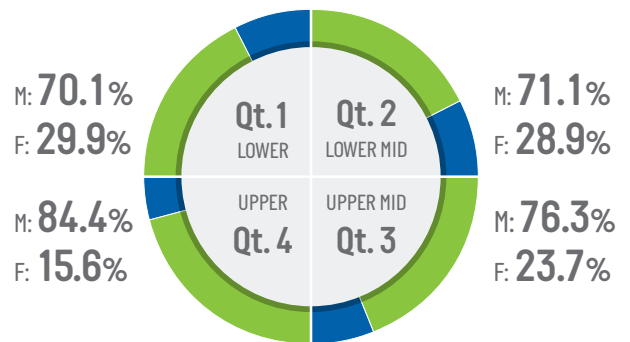
We will continue to focus on building a diverse and inclusive workplace and maintaining our focus on gender balance remains a key aspect of this.

This is our second gender pay gap report under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 and although the results show that we still have a gender pay gap we remain confident that we don't have an equal pay problem at Computacenter due to the systems and processes we use to review this.

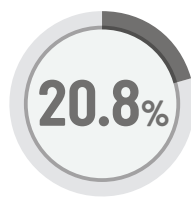
OUR RESULTS



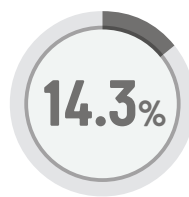
Proportion of males/females receiving a bonus payment



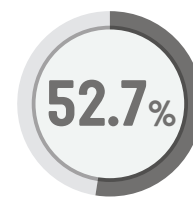
Number of males and females in equal-sized pay quartiles



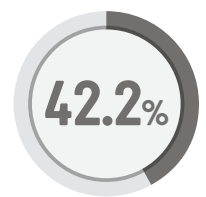
Mean pay gap



Median pay gap



Mean bonus pay gap



Median bonus pay gap

WHAT ARE WE DOING TO CLOSE OUR GAP?

We've continued to work across our business areas to increase awareness about diversity and inclusion, encouraging them to make some changes as a result. We've had a great start to our journey but there's still a lot more to do.

We understand the key drivers of our gender pay gap and are taking actions that will help to address this in a holistic way.

Our work with future talent and encouraging women into STEM (Science, Technology, Engineering and Maths) careers remains a significant strategy and passion of ours. Since our last report we have seen a further increase in the proportion of women joining our Associate/Graduate programmes, rising from 43% in 2017 to 55% women in 2018 and our Industrial placement programme saw an



We want Computacenter to be an inclusive and ethical employer, with a diverse, talented and motivated workforce.

Barry Hoffman
Human Resources Director

Our People Panel, who are representatives from across the business, continue to meet regularly as we build on the objective to create a culture which is fair, where we value and respect differences and understand people matter.

We know that our people are our best asset, and our people panel allows us to make sure our staff are being heard and enables them to be our key agents of change. The people panel has continued to grow, and our members have made

increase of 6% representation of women to 47%. We are pleased to say this is the third year in a row we have made significant improvement in our gender balance on these programmes which allows us to grow our talent for the future in a representative way.

Our focus is now not only sustaining this growth of young professionals from university but also increasing our female representation on our apprenticeship programmes.

One of our highest priorities is to make sure that, in the workplace environment, our people are supported, protected and suitably recognised for the contribution they make.

Mike Norris
CEO Computacenter



a significant impact on the business through activities including awareness raising events, championing key events or dates and creating powerful content and imagery to challenge the way we think. The people panel will continue to drive the inclusion agenda in 2019 and add considerable value.

The skills gap shortage amongst school leavers is a much more difficult issue to fix. Our increase of school outreach activities in 2018, including apprenticeship talks, employability workshops, working with TeenTech UK, and the introduction of our National School Ambassador programme, many of whom are senior female leaders in our business, aims to educate and inform schools,



FOCUS ON WOMEN

Balancing the gender mix in a male-dominated industry

pupils, teachers and parents about careers in technology. This will help us to break down the stereotypes of traditional apprenticeships as we enter into a new and exciting era of modern, higher education apprenticeships in professional and STEM subjects.

We've also had an increase in the amount of networking initiatives taking place across our business in the last year. These include; 'women in tech' business led workshops across various divisions focusing on the challenges and what it means to be a woman working in

The Growing Together programme is designed to develop a strong and confident pipeline of female talent who are empowered and equipped to play a significant role in the leadership of our business.

Karen McInerney
Group Financial Controller



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.

This is an area that has inspired our Group Finance Controller, Karen McInerney, to develop and lead our 'Growing Together Programme'.

The programme, which piloted this year, 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.

those individual areas, to a dedicated women's networking chat page. One of the things we're most proud of is that these initiatives have been driven and led by our employees feeling empowered to lead changes themselves with the support of their senior managers.

We're not complacent. 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 and we remain focused on this as a key part of our diversity and inclusion strategy, not only in the UK, but across the globe in all of our businesses.

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 2018.

Mike Norris
CEO

Barry Hoffman
Group HR Director