

COMPUTACENTER (UK) LTD

GENDER PAY GAP REPORT 2019



EMBRACING DIFFERENCES

One of the most important factors for 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 experience, 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.

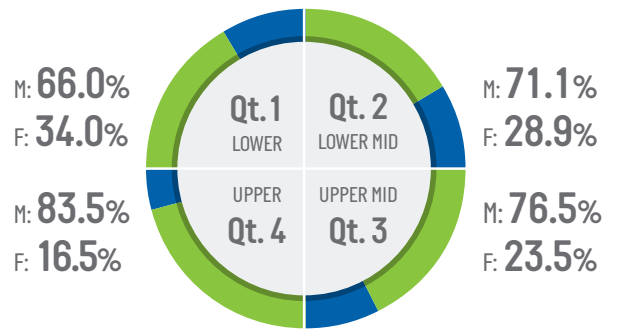
We will continue to focus on building a diverse and inclusive workplace; maintaining our focus on gender balance remains a key aspect of this.

This is our third 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.

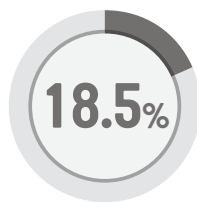
OUR RESULTS



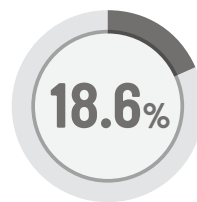
Proportion of males/females receiving a bonus payment



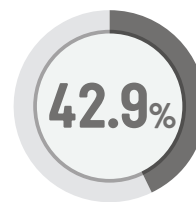
Number of males and females in equal-sized pay quartiles



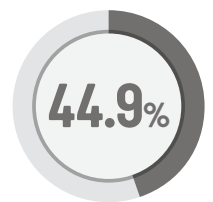
Mean pay gap



Median pay gap



Mean bonus pay gap



Median bonus pay gap

WHAT ARE WE DOING TO CLOSE OUR GAP?

We're continuing to work to increase awareness and understanding of Diversity & Inclusion (D&I) across the business. We've made some good progress, but we know there's still a lot more for us to do. We understand the key areas for improvement in our gender pay gap and are implanting changes to help address this. The challenges we face in addressing our gender pay gap remain consistent with others in the technology sector and we still need to increase our female representation in senior management, sales and technology roles.

We're committed to 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. In 2019 we were involved in 56 events focused on females in STEM which reached over 13,000 young women and girls. Our 65 female ambassadors from across the business have been working hard to share and role-model the possibilities for women in our sector. We want to make sure there is a sustainable, gender balanced pipeline of talent

In the last year we have undertaken a comprehensive review of the recruitment process with inclusion in mind to reduce the risk of bias, including how we write job descriptions, where we advertise and the guidance and resources available to recruitment managers. We will continue to implement improvements to our recruitment process to ensure everyone has fair access to opportunities. As part of this commitment our executive team were all trained on inclusive decision making and unconscious bias in 2019, which will be rolled out across our senior leadership teams in 2020.

As part of an internal HR change programme, we have improved our data systems which will allow us to see and analyse any gender specific recruitment, retention and promotion trends.

This data will be closely monitored to identify and target areas for improvement. 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.

We know that we already have a number of strong female role models in the business who we're extremely proud of.



CLARE PARRY-JONES
Sector Director of Enterprise

Features in Mirror Review's
**10 MOST INFLUENTIAL
WOMAN IN TECH 2019**

joining our sector and we are confident our work is helping to make this change happen.

Since our last report we have continued to have strong representation of women across our Future Talent Programmes including 50% of Industrial Placements students. We remain committed to this as it is key to enabling us to grow our talent for the future in a sustainable way.

This was recognised when Clare Parry-Jones, Sector Director of Enterprise, was featured in Mirror Review's 10 Most influential Women in Tech 2019.

Improving the representation of women in senior leadership roles is an area that inspired our Group Finance Controller, Karen McInerney, to develop and lead our 'Growing Together Programme'.



FOCUS ON WOMEN

Balancing the gender mix in a male-dominated industry

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





Karen's dedication to the programme was externally recognised in 2019 where she was awarded Executive Mentor of the Year at the CRN Women in the channel awards. The programme, which started in 2018, 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.

Growing Together Alumni have been promoted or taken a new role within a year of completing the programme and are committed to continuing the programme with our next cohort scheduled for Q1 2020.

We are also really pleased to be developing a new senior leadership development programme which will be launching in 2020. This programme will focus on our talented females who are already in leadership roles and will cover topics

High performing teams with diverse experience and ways of thinking helps us to provide the best service to our customers and gives us a strong competitive advantage.

Mike Norris
CEO Computacenter



Throughout 2019 the Growing Together programme has continued to expand with 56 women having been through the programme. Feedback from participants has been extremely positive, with an average overall impact score of 9.4/10, and 9.5/10 when asked about its effect on participants moving towards their career goals. One of the key successes of the programme so far is that around one third of our

including role modelling authentic leadership styles and influencing real and lasting change. 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. We will 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.



We want to make sure Computacenter is a place where everyone is confident to be their true selves, and are supported to reach their full potential.

Sarah Long
Chief People Officer

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 5th April 2019.

Mike Norris
CEO

Sarah Long
Chief People Officer