

COMPUTACENTER (UK) LTD

GENDER PAY GAP REPORT 2023

Balancing the gender mix in a male-dominated industry



Embracing differences

At Computacenter we know that our people are what drives our success, which is why a culture where everyone feels that they belong and know they are valued and respected is critical. With the right environment, we can support our people to fulfil their potential and work together to deliver for our customers.

At Computacenter we know the power of a diverse and inclusive culture enables us to:

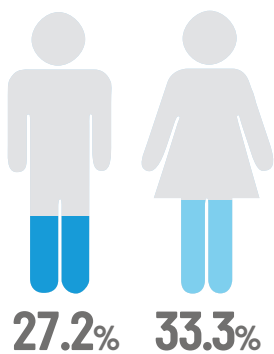
- attract, develop and engage the best talent;
- create strong leaders;
- use the diverse experiences, skillsets and ways of thinking that our employees provide;
- better reflect, understand and serve our customers, enabling us to provide them with the best possible service;

- improve performance; and
- be more innovative and forward thinking.

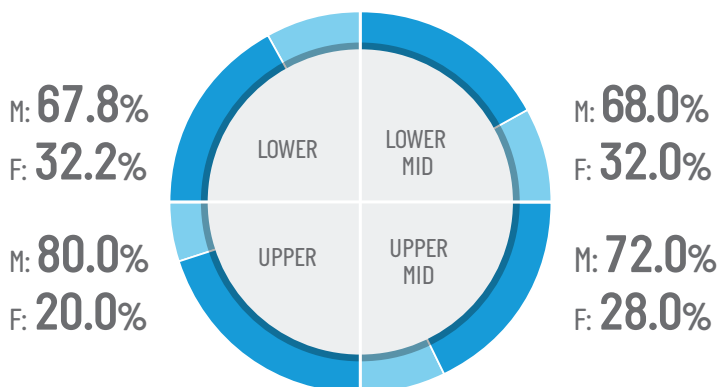
We continue to work proactively to ensure Computacenter reflects our customers and our local communities, recognises and values the importance of people with diverse skills and experiences working together and that everyone is treated as an individual and are supported and enabled to reach their goals accordingly.

Reducing the gender pay gap is one element of our strategy to building a more diverse and inclusive workplace and we're committed to achieve this. We want to make sure our female employees have the right support to progress their careers and achieve their potential.

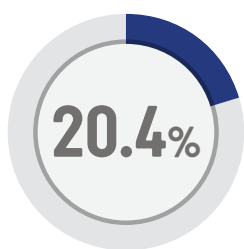
Our results



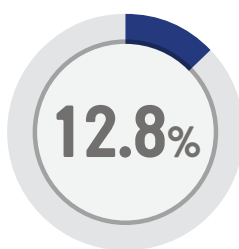
Proportion of males/females receiving a bonus payment



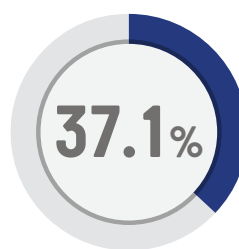
Number of males and females in equal-sized pay quarters



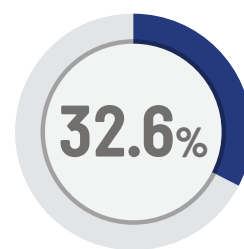
Mean pay gap



Median pay gap



Mean bonus pay gap



Median bonus pay gap

When looking at the results of our gender pay gap calculations for 2023 it can be seen that we have made progress with reducing our median pay and mean bonus pay gap against the previous year.

Looking at our pay gap data compared to 2022, our median pay gap has decreased by 1%. However, our mean pay gap has increased by 5% this year. The increase in our mean pay gap has been impacted due to the retirement of an Executive Director and also a revised date for the publication of our preliminary final financial results.

The revised date for our results, meant that the bonus payments for our 2 Executive Directors, fell into the snapshot period for our mean and median pay gap results. Had this not been the case, our mean pay gap would have decreased by 11.3% against 2022 [to 9.1%].

Our mean bonus pay gap has decreased by 4.6% when compared to last year, whilst, our median bonus pay gap has increased by 2.5%. This is broadly attributable to Long Term Incentives Plan payments made within the snapshot period.

Progress since our 2022 report

The challenges faced by others in the technology sector remain consistent with Computacenter's. Women are still significantly underrepresented, particularly at a senior level in the industry. In the last few years we have focussed on increasing our female representation, with focus on sales and technology roles, where the under-representation is at the highest. We are continuing on this journey and we're passionate about making lasting changes, to our business and the sector as a whole, to encourage more women and girls to join our industry, reach their goals and model the possibilities for future generations.

The Future Talent team also had another successful year with 45 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.

Our educational outreach programmes (Bright Futures) continue to be a significant part of our strategy and focus to ensure we build a strong, sustainable pipeline of diverse talent for the future, through inspiring careers in STEM (Science, Technology, Engineering and Mathematics). We're proud to have built a strong network of over 200 employee volunteers in the UK who in 2023 delivered over 1,000 volunteering hours, reaching over 21,000 students and young adults, 50% of which were female.

Our Diversity and Inclusion Strategy has 3 core objectives:

- we enable our people,
- enhance our workplace; and
- influence our industry.

Our Employee Impact Groups and People Networks are at the centre of making those goals a reality. Our UK Gender Employee Impact Group (EIG) continues to grow, focusing on its 4 core objectives

to; build strong networks, help educate, cultivate talent, and have an external impact. The goal of our EIGs is to enable our people to create, influence and drive sustainable change across all levels of the business. The Gender EIG is led by a steering board representing our core business areas with focused work streams exploring the best ways to reach our goals and helping us to drive positive change.

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 2023, we continued our focus across the business to improve our ability to attract, retain, and develop female talent to help us to grow our talent pipeline and improve representation in senior roles.

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

- Our third cohort of our Senior Women Development Programme "Leading Together" was completed in September 2023 with delegates across North America, UK, FR, DE and ES. The programme is for our most senior women in the business and this cohort takes the total number of delegates to 40.
- Growing Together, our female development programme for middle management levels across the Group delivered 2 cohorts this year. The number of delegates who have attended the programme since 2018 is 158.
- Leading Together delegates are now acting as mentors for the Growing Together delegates, helping to create a strong network across the Group.

We're proud to have seen our female representation across group continue to steadily increase with a 3.82% increase in the number of females in our workforce since 2018. Particularly senior manager level where female representation has increased by 6.9% since 2019.

We continue to celebrate our strong female role models who we're extremely proud of. Two of our people were recognised at the CRN Women & Diversity in the Channel Awards 2023 where we were delighted to see Maya Purkayastha win Diversity Champion of the Year and Gabriella Iannelli win Rising Star of the Year.



Gabriella Iannelli

Rising Star
of the Year



Maya Purkayastha

Diversity Champion
of the Year

I joined Computacenter as Contracts Advisor and now am UK Head of Legal. Computacenter sponsored me to qualify as a solicitor and provided development opportunities to progress. In 2021 I completed the in-house "Leading Together Programme" targeting senior females. This equipped me with tools to become a senior leader, as well as the confidence and motivation to "Pay it Forward" for females to rise within the organisation and for the next generations in IT and law. I volunteer with the School Outreach Programme advocating STEM and legal careers to female students and encourage others to volunteer. I work with social mobility charities mentoring students from disadvantaged backgrounds and advising on career opportunities. I was recognised for my contributions to Computacenter and the IT industry at the CRN Women & Diversity in Channel Awards 2023 as a finalist in "Unsung Hero" category and winner of "Diversity Champion of the Year" - one of the proudest achievements in my career!

Our action plan for 2024

Our Diversity and Inclusion strategy continues to include a focus on the gender pay gap, not only in the UK, but across the group in all our businesses. We know we still have more that we want to achieve in the coming years. 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:

- Continue to develop our Gender Employee Impact Group (EIG) in the UK and across the Group.
- Continue with the shared objective across the Executive team to improve gender mix.
- Embed proposed changes to our Family Time policies to further support and retain our employees.

We know that closing our gender pay gap will take time and we're confident that the things we have done to date are beginning to show a shift in closing that gap and will continue to do the right things as we progress through each year.

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

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 (the 'Act') as taken on the snapshot date of 5 April 2023.

This statement was approved by the Board on Directors on 7 March 2024 and is published on our company website in accordance with the Act



Mike Norris, CEO
March 2024



Sarah Long, Chief People Officer
March 2024