

UK Gender Pay Gap

Report 2023



Introduction from our CEO

As a key player in the IT channel, we have a responsibility to advocate for women in our industry. Similarly, creating an inclusive, diverse workforce is critical to how we deliver Partner Success and operate as a Responsible Business.

That's why we're working hard to narrow our gender pay gap and to champion diversity, equity, and inclusion (DEI) throughout our company.

This year, we have focussed on family friendly policies, as well as the strategic prioritisation of our ONE Westcon programme, which helps us further embed DEI into our culture and amplify our employees' voices.

In this report, you'll discover:

- **Our 2023 data on UK gender pay gaps**
- **Our progress and actions taken since last year**

This report has been published according to requirements set out by the Equality Act 2010 (Gender Pay Gap Information) Regulations, 2017.



David Grant
CEO, Westcon-Comstor

The Gender Pay Gap: 2023 Results

The Gender Pay Gap demonstrates how average pay differs between men and women in a workforce.

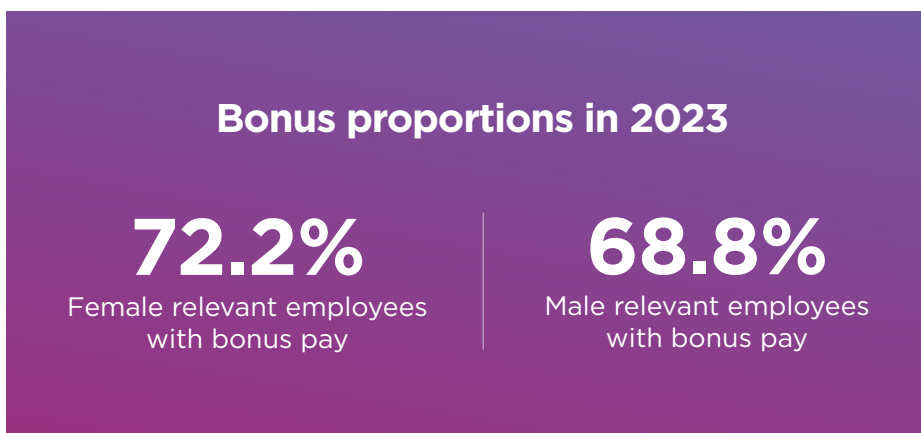
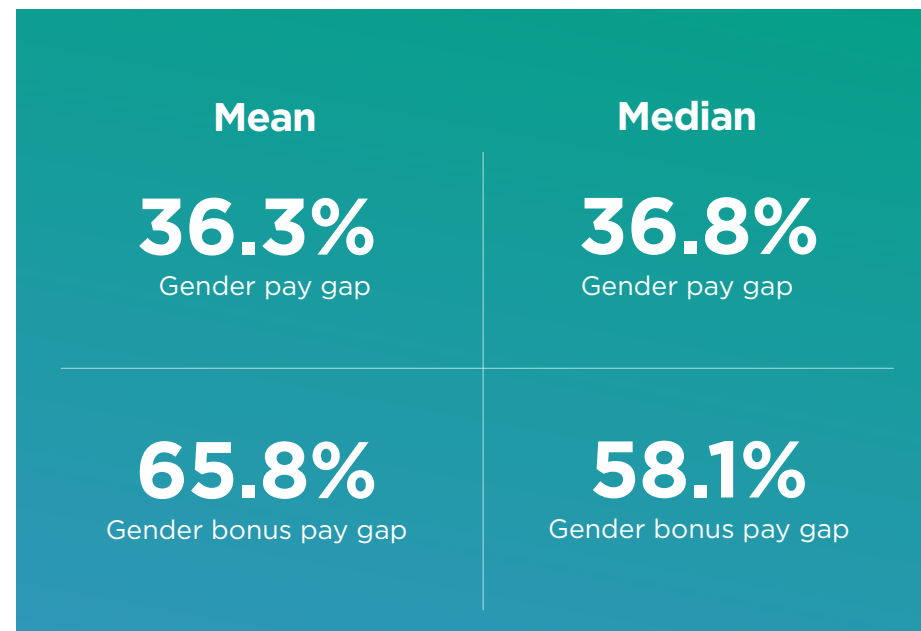
As required by UK gender pay gap regulations, the results below are based on a snapshot of data from our payroll on 5 April 2023 and bonuses paid in the 12 months before this.

Understanding the data

The mean is the total of all hourly rates, divided by the number of employees.

The median is the midpoint of hourly rates and is less affected by the top end of the pay spectrum.

Our overall pay gap has reduced by 0.6% (mean) and 0.2% (median) since 2022. However, the bonus pay gap has increased by 9.2% (mean) and 3% (median).

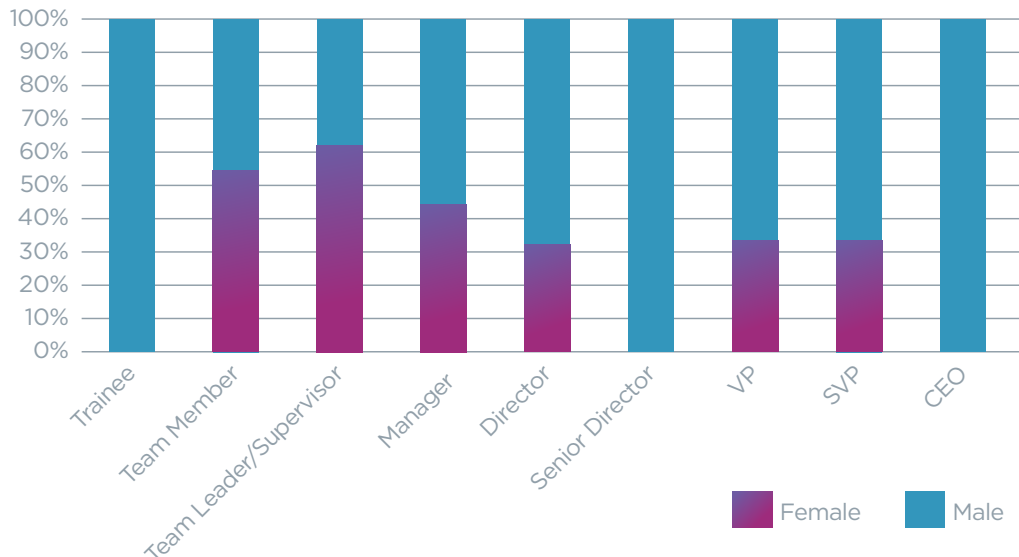


Pay quartiles

This represents the gender distribution at Westcon-Comstor across four equally sized quartiles (based on hourly pay in 2023).

| Quartile data | % Female | % Male | Female difference from previous year |
|-----------------------|--------------|--------------|--------------------------------------|
| Lower Quartile | 63.6% | 36.4% | -4.4% |
| Lower Middle Quartile | 70.5% | 29.5% | +4.9% |
| Upper Middle Quartile | 48.8% | 51.2% | +5.4% |
| Upper Quartile | 25.4% | 74.6% | -3.1% |
| TOTAL | 52.1% | 47.9% | +0.7% |

Distribution of Grade by Gender



Grade and position by gender

The proportion of women at Manager and Director grade has increased in comparison to 2023.

The split across Senior Vice Presidents (SVP) remains the same, while there is a small decrease in females at Vice President (VP) levels.



Progress since our last report

In 2023, we took extra steps to ensure an inclusive environment that was considerate of women and the gender disparities they may face. These actions included:

- **Launching enhanced family leave policies** to lessen the disproportionate financial impact on women as primary caregivers, while providing fathers with more opportunity to be with their new family
- Continuing and evolving our **ONE Westcon programme**, which we established to raise awareness and embed DEI into our culture
- We remain a **Signatory of the Tech Talent Charter** and participated in the **2023 Diversity Survey**

Our next internal diversity survey will take a different approach to increase response rates and provide more insightful data.

Looking ahead

Creating an inclusive workplace is not a one-time event – it’s an ongoing process. At Westcon-Comstor, we’re fiercely committed to that journey, and we regularly review our internal practices to see how we can do even better.

Although significant, narrowing the gender pay gap is just one of the many ways we are working towards our DEI ambitions. Through our ONE Westcon programme, we provide education around DEI, drive discussions for better practices through Employee Resource Groups, celebrate cultural awareness days, and much more.

These efforts help us create a sense of belonging for all our employees and reach our potential as a diverse, inclusive workforce.



Claire Horton

European HR Director,
Westcon-Comstor



Open network for employees