

UK Gender Pay Gap

Report 2024



Message from our CEO

As a key player in the IT channel, we have a responsibility to advocate for women in our industry and build an inclusive, diverse workforce. This is essential to driving Partner Success and operating 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. Our new People Strategy will focus on five key strategic initiatives, which will all contribute to these goals.

In this report, you'll discover:

- Our 2024 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: 2024 Results

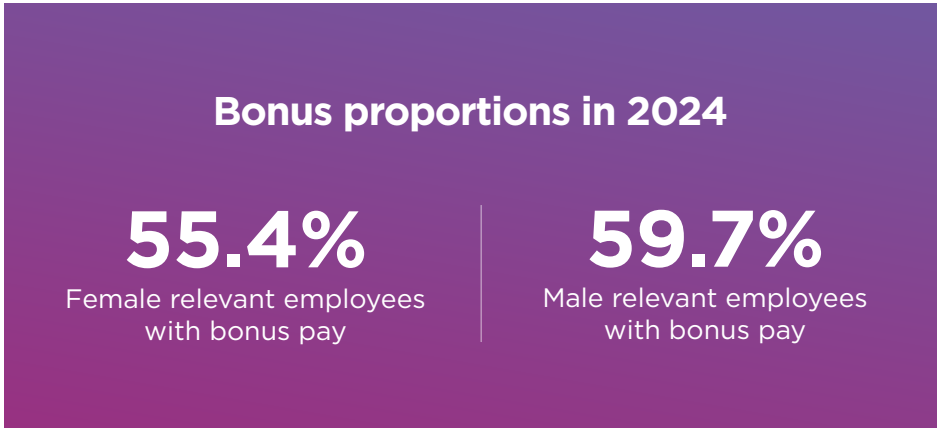
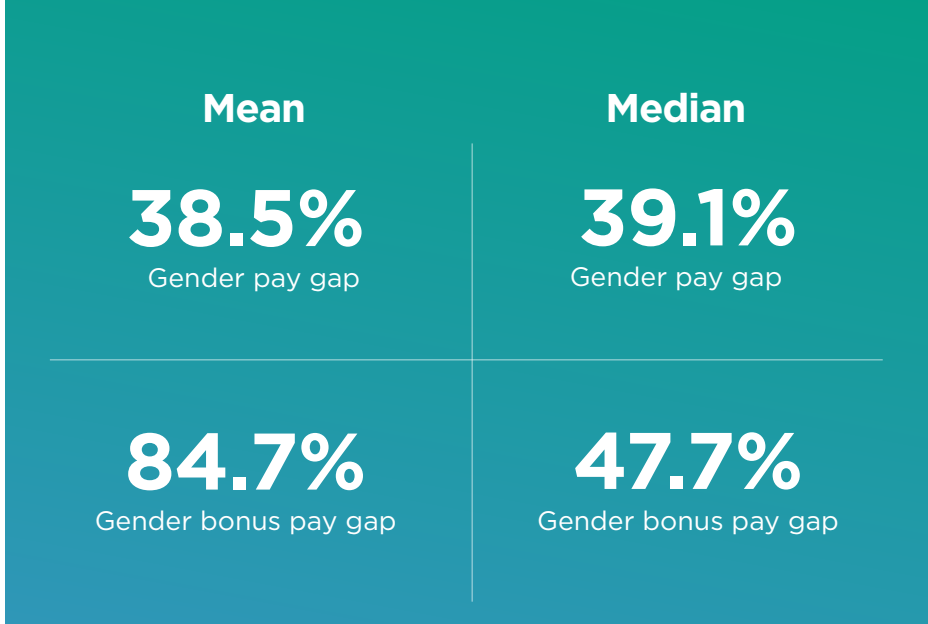
The Gender Pay Gap demonstrates how average pay differs between men and women in a workforce.

As required by UK gender pay gap regulations, the results below are based on a snapshot of data from our payroll on 5 April 2024 and bonuses paid in the 12 months before this.

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.

Quartile data	% Female	% Male
Lower Quartile	72%	28%
Lower Middle Quartile	53%	47%
Upper Middle Quartile	51.3%	48.7%
Upper Quartile	27.7%	72.3%
TOTAL	51.00%	49.00%



Looking ahead

At Westcon-Comstor, we're deeply committed to doing the work it takes to build a fair and inclusive company for everyone.

As we look ahead to FY26-27, our reward strategy will focus on developing a clear, comprehensive reward philosophy while gaining deeper insights into pay gaps across the business. By implementing a robust reward framework, we'll be able to design solutions that better address any pay gaps.

At the same time, we'll be focusing our talent acquisition strategy on modernising our practices, attracting a more diverse candidate pool, and increasing gender diversity at all levels of the organisation.

In 2024, we:

- Added DEI questions into our Employee Survey for the first time, driving up response rates and providing better insights
- Continued to drive our ONE Westcon program as a key part of our Responsible Business strategy
- Hired a DEI specialist to support our objectives moving forward
- Remained a Signatory of the Tech Talent Charter

These efforts are just part of the bigger picture at Westcon-Comstor. By creating a sense of belonging for all our employees, our people will thrive, and so will our business.



Claire Horton
HR Director & Strategic
Business Partner



Open network for employees