



# UK Gender Pay Gap Report 2022

April 2023 | V1.0

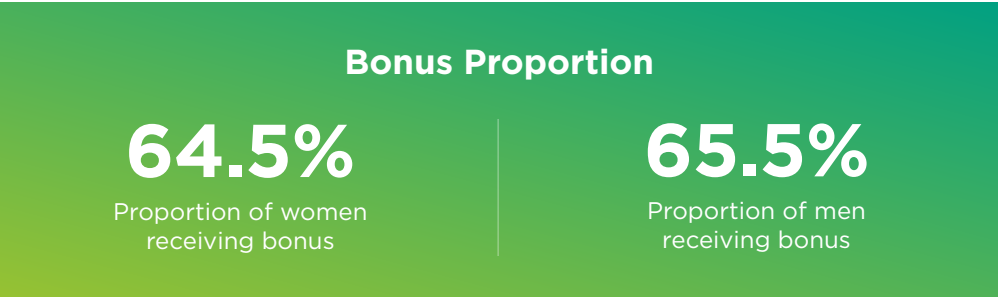
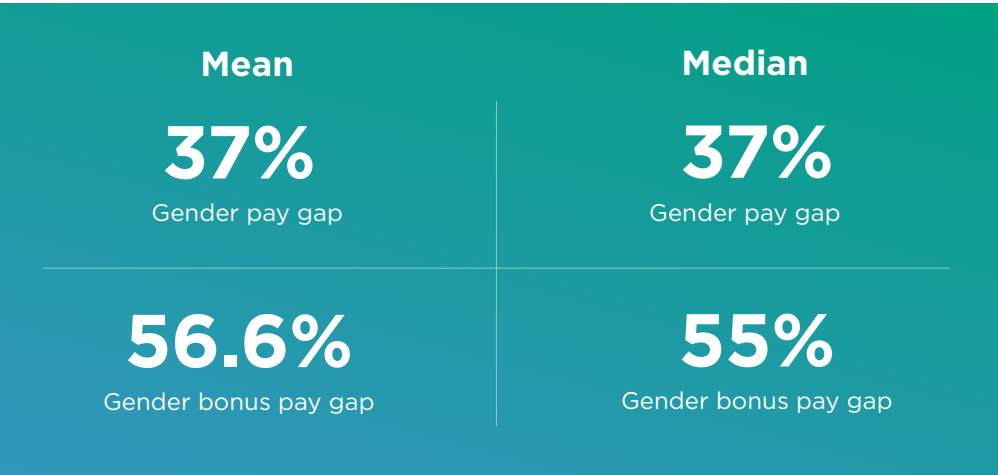
# Introduction

At Westcon-Comstor, our people are at the heart of our business. Investing in a diverse, empowered culture allows us to bring new insight, skills and experience to our partners. We believe that a truly inclusive culture should extend beyond the workplace, and challenge ourselves to continuously promote and develop these values, offering practical support and processes which help our people develop rewarding careers and lives.



# The Gender Pay Gap

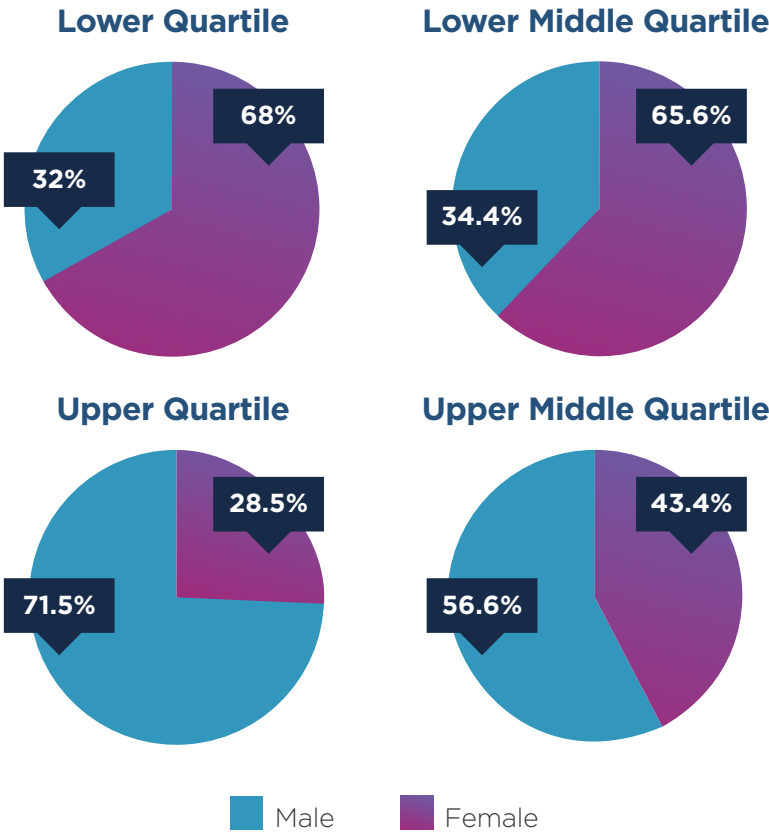
The Gender Pay Gap is designed to show how pay levels differ between men and women in a workforce. Results are based on a snapshot taken on 5th April 2022, and bonuses paid over the 12 months prior to this, in line with gender pay gap regulations.



The mean is the average, or the total of all hourly rates, divided by the number of employees. The median is the middle value, or the midpoint of hourly rates. The median is less affected by numbers at the top end of the pay spectrum, like the earnings of a small number of senior executives.

## Pay Quartiles

This represents the gender distribution at Westcon-Comstor across four equally sized quartiles (based on hourly pay in April 2022).





# Understanding the gap

Pay inequality is an issue which we take seriously at Westcon-Comstor. It's an unfortunate fact that the IT and technology industries we operate in lag behind others in certain key areas. Typically, fewer women work in technical roles – which account for a large section of our workforce – and this challenge is prevalent throughout the entire industry.

- At the beginning of 2022, it was estimated that 26% of the UK tech workforce are women.
- A recent McKinsey report found that for every 100 men promoted to manager, only 86 women are promoted. This means women are missing out on being promoted to more senior roles with higher pay, thus contributing to the gender pay gap in tech.
- The gender pay gap is likely to remain an issue. Technology remains one of the sectors with the biggest gender pay gap, with 16%, compared to the national average of 11.6%. By promoting women into senior positions (and therefore creating role models), this number can be improved.



# Closing the gap

In accordance with the UK Equality Act, we have published our 2022 data on gender and pay gaps.

Complying with guidance, we have taken a 'snapshot' of the employee population at April 5, 2022. That includes all parts of our UK-based Westcon-Comstor operations: sales, marketing, finance, administration, logistics, distribution and business support functions. This is the fourth time we have published this information.

- Since our last report, the number of women in Director and Vice President roles has increased.
- In 2023, the overall proportion of women employed by Westcon-Comstor is 53%.
- We have seen a shift to more women in Internal Sales positions but the split in External Sales roles remains the same.
- Technical roles remain male dominated.

## Actions since our last report

### Our ONE Westcon Programme

We have established several Employee Resource Groups (ERGs) as part of our ONE Westcon programme. These themed ERGs give our employees a safe space to air their challenges, seek mentorship and education about a certain topic and enable us as a business to shape our policies with our people's needs in mind.

### Signatory of the Tech Talent Charter

Signatories of the charter commit to increasing diversity in tech in a practical and measurable way.

### 'Inclusion' launched as an additional company value

Our value of 'empowerment' has been updated to 'inclusion' which cements our commitment to improving inclusion and embedding it as a core value in our company and is reflective of views shared by our people.

### Focus on menopause

We're working hard to reduce the stigma at work around menopause. We've introduced a Menopause Toolkit, Menopause Policy, and Menopause Manager Guide to help create an environment where women feel comfortable and supported in the workplace.

### Coaching initiative launched

Workplace ERG, employee surveys and employee feedback emphasised the need for continuous development through coaching.







# Gender diversity at Westcon-Comstor

We accept that creating a truly inclusive, diverse workforce is a journey – one that won't happen overnight. Instead, fostering an inclusive workplace requires an ongoing commitment and often transforming internal practices.

We are committed to build upon our diverse workforce, to drive inclusion and a sense of belonging for our current and future employees. We strive to create an environment where we value and develop employees of all backgrounds and experiences.

Through the development of our ONE Westcon programme and creating Employee Resource Groups, we're providing a safe space where our stories can be heard, mentorship and education can be provided, and policy built upon, so we're empowered to reach our full potential that reflects a true sense of community within our workforce.

We're excited for this journey and we're proud of the achievements we've made so far.



**Claire Horton**  
European HR Director

# Gender Pay Gap Report

Thank you for reading this year's Gender Pay Gap Report. It reflects the dynamic industry we're operating in and highlights the work we're doing and must continue to do to improve diversity and inclusion in the tech industry.

This past year, we've put considerable effort into amplifying our employees' voices and giving them outlets that bring about meaningful change. Our ERGs, diversity survey and our strategic priority of becoming a Responsible Business are all examples of the great strides we're making to improve diversity and inclusion in our business.

We realise there's a great deal more we need to do but we're on the right path and we're positive about creating a cohesive inclusive culture that is celebrated by all.

I confirm that the information in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations, 2017.



**David Grant**  
CEO, Westcon-Comstor

## Our DEI story so far

In 2020, we launched our ONE Westcon programme dedicated to our employees. Through this, we've launched several initiatives including:

- Global virtual events showcasing the diversity of our people
- Unconscious bias training to all employees
- Senior advocates assigned to support and drive the ONE Westcon programme
- Global diversity surveys in 2021 and 2022
- Global calendar of events and activities related to diversity and inclusion
- Investment in partnerships to inform and expand reach of the ONE Westcon programme

### **And this is just the beginning.**

Becoming a 'Responsible Business' is a key corporate strategic foundation of for the next 5 years. This is operationalised through focus on our people, planet and communities. This goal allows us to bring together our diversity, inclusion and empowerment strategy which is built on our inclusive cultural ambition, and our programmes of supporting local communities.

We strive to be a responsible business that operates ethically; meets and exceeds legislation, and always considers its impact on people (the workforce and the community in which we operate) and the environment.



Open network for employees