



# UK Gender Pay Gap Report 2020

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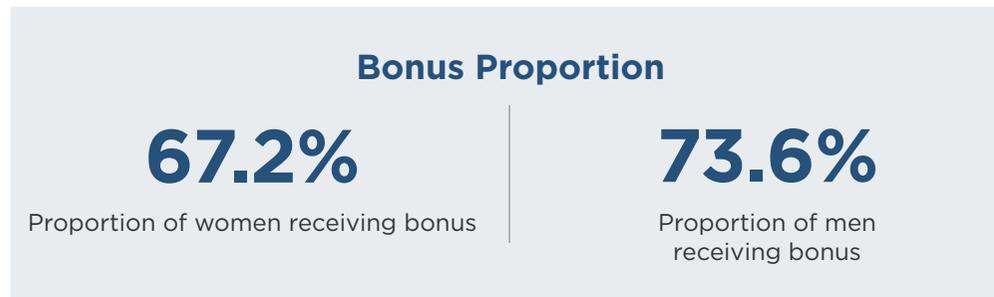
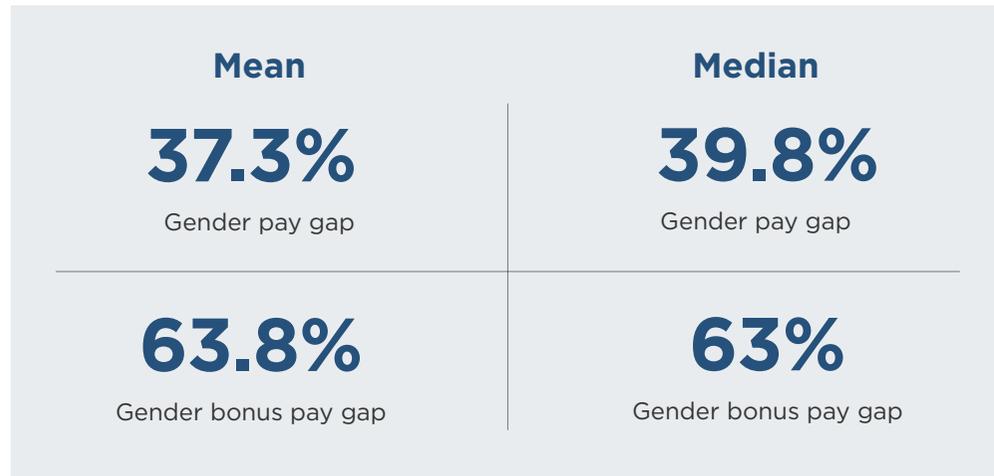


## Introduction

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

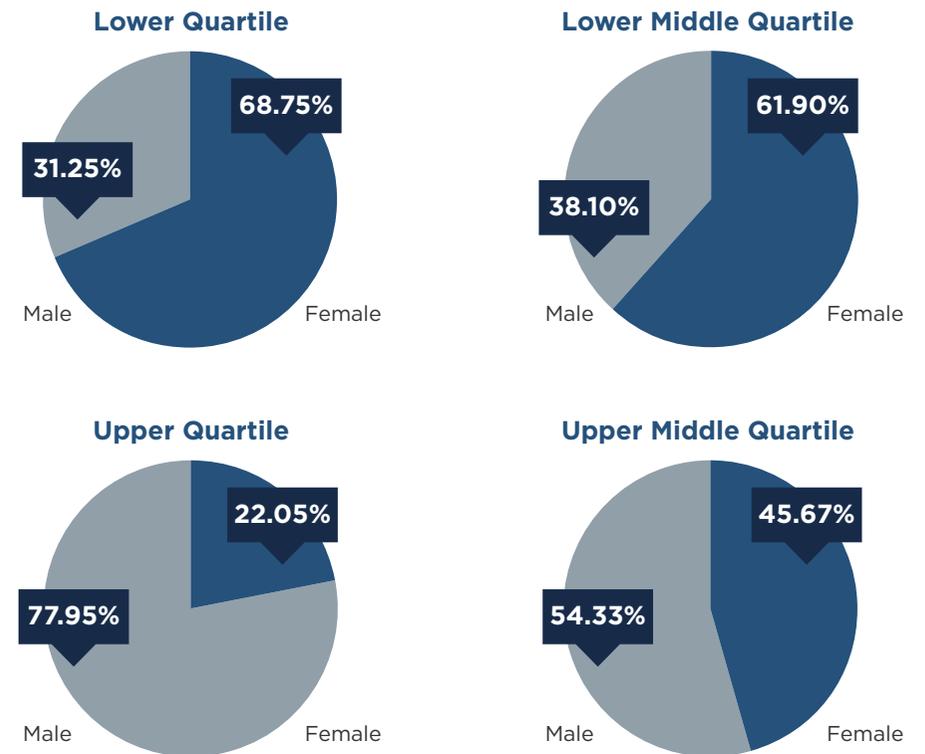
The Gender Pay Gap is designed to show how pay levels differ between men and women in a workforce. Results are based on a snapshot taken on 5th April 2020, and bonuses paid over the 12 months prior to this, in line with gender pay gap regulations.



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 2020).



# Understanding the gap

Pay inequality is an issue which we take seriously at Westcon-Comstor. While the Gender Pay Gap can often demonstrate that there are fewer women in senior or more technical roles than men, it is important to distinguish the difference between this and equal pay. Pay for the same role should always be equal, irrespective of gender or any other individual characteristic, and we are committed to ensuring that this is the case.

We recognise the 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 2020 women accounted for just 17% of IT workers. While this is a slight increase (1%) from 2018 statistics listed in our last report, it's clear that there is still a long way to go to address this
- At a senior level, women account for less than a third of board members in the UK (29.8%), and just 6.6% of these are women of colour
- Despite these low numbers, diversity has an outsize impact on company performance. Companies with diverse management teams have on average 19% higher profitability, largely attributed to faster innovation and adoption of new ways of working



# Closing the gap

In accordance with the UK Equality Act, we have published our 2020 data on gender and pay gaps.

Complying with guidance, we have taken a 'snapshot' of the employee population at April 5, 2020. That includes all parts of our UK-based Westcon-Comstor operations: sales, marketing, finance, administration, logistics, distribution and business support functions. This is the third time that we have published this information. Last year's report can be downloaded [here](#).

- Since our previous results were published, we have slightly reduced our gender pay gap for core pay, and have introduced several measures to ensure this progress is continued, and actively addressed:
- We have updated our internal recruitment bulletins to highlight particular roles and provide clearer guidance to employees around finding and applying for these vacancies, addressing an issue which had been reported internally.
- We are continuing to increase and improve our management training. In addition to increasing our diversity, equality and employment training, we have developed unconscious bias training and made this available across the business throughout One Westcon programme.
- We are continuing to develop our corporate and regional web presence to more effectively showcase the diversity of the business.
- We continue to develop our One Westcon programme and are developing new ERGs to support this. In addition, we have increased our coverage and content looking at international equality initiatives such as International Women's Day.



# Gender diversity at Westcon-Comstor

When we published our first Gender Pay Gap report in 2018, we recognised that we have much work to do and that enduring change can take time. Over the past years we have improved our internal vacancy advertising, rolled out a full management training curriculum, continued to mark and support International Women's Day with internal events and training, and a year ago we launched 'One Westcon', a global programme to raise awareness and support areas relating to diversity, inclusion and empowerment.

I'm also delighted to have recently signed up to the Tech Talent Charter. Signatories of the charter commit to increasing inclusion and diversity in tech in a practical and measurable way. This is a subject I feel really passionate about as there is still work to do in our industry to drive more diverse representation at all levels, and I'm looking forward to contributing to more meaningful change.

## **Claire Horton**

Human Resources Manager, UK & Ireland



# Equal pay and Gender Pay Gap

Thank you for reading our UK Gender Pay Gap Report. It illustrates the dynamic industry in which we work, and how we need to flex and change to succeed in the marketplace.

It is important to distinguish between equal pay and the gender pay gap. Westcon-Comstor is fully committed to paying equally for jobs of equal value, irrespective of gender.

“I confirm 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

Chief Executive Officer, Westcon-Comstor



# Complementary skills make for a success story

At Westcon-Comstor, we understand that our continued success relies on our people, and we take regular steps to celebrate their efforts and support the challenges they face.

This year we came together to celebrate diversity, with internal and external campaigns highlighting International Women's Day, Pride Month, and dozens of local events and updates designed to shine a spotlight on our business and celebrate the diversity of our teams around the world.

We recognise that true diversity is a pathway to a more agile, relevant and successful business now and in the future, and will continue in our efforts to provide training, support and opportunity at every level for people across the business.

