

CDW UK GENDER PAY GAP REPORT 2022

Committed to opportunity for our coworkers





CDW UK Gender Pay Gap Report 2022:

Accelerating Progress and Looking Ahead

We recognise the significant value that diversity brings to our organisation, seeing it as both a business and moral imperative to engage, protect, celebrate, and equitably compensate our coworkers. Reducing the gender pay gap is one element of our overarching commitment to fostering a diverse and inclusive workplace. This is not only because it makes us more successful, but because it makes us an even better place to work. This year we've continued to listen, reflect, and act – implementing policies and creating behaviour-change to positively impact our gender pay gap now and into the future.

In the past year, we placed an increased emphasis on supporting new families by establishing enhanced Maternity and Adoption Pay benefits. We continued to invest in measures to ensure we recruit from diverse candidate pools and enable everyone to access development opportunities. During the covered period, 32.5% of our new hires were women and we introduced significant changes to policies that support women's health.

We used an informed and DE&I-centric approach when establishing our hybrid working model – ensuring those with caring responsibilities or other personal circumstances were able to balance their work and personal commitments. In our recent employee survey, we were delighted to find that 86% of respondents agree or strongly agree that they have the flexibility to maintain a healthy work life balance – 7% above the industry norm.

We know further progress will come from listening to our coworkers and facilitating meaningful conversations through communities at work, like our Women's International Network. WIN provides insight into diverse perspectives and lived experiences that enables us to best support our coworkers.

Across the board, diversity and inclusion is a business imperative. We're pleased that we've made notable strides and remain committed to raising awareness, evolving the business and measuring progress.

“ We made meaningful improvements this year and are now concentrated on the road ahead. To reduce our gender pay gap over time, we're focused on recruiting and developing women through meaningful and exciting career paths that result in high-performing, long-serving leaders across the business. We'll continue to identify new areas of growth and improvement to ensure we remain a place that attracts, supports and fosters the best talent in our industry.”

J.D. Hupp

Managing Director CDW UK & International



Where We Stand:

Gender Pay Gap

The gender pay gap measures the gap between men's and women's average earnings, with women's pay expressed as a percentage of men's pay. Our gender pay gap data is largely the result of the types of roles men and women occupy across the organisation and whether those roles are commission-based.

Analysis of the data shows that the difference in earnings between men and women in our UK workforce is 49% (mean) and 13.4% (median). Compared to last year, these figures show an improvement of 7.9% for median pay, while the mean pay gap has widened by 6%.

At the time of the analysis, our UK workforce was made up of 1,518 coworkers, 71.4% men and 28.6% women – a record number. However, this increase in representation can widen the pay gap in the short term as new coworkers are generally being hired at lower pay levels than incumbent coworkers with more experience and tenure.

This is in line with our strategy to recruit and develop female leaders in sales and technical roles over time, allowing us to reduce the gender pay gap as women progress through the business. There's no doubt we're moving in the right direction – with the proportion of women in the top two pay quartiles increasing for the third consecutive year – but there is more work to be done.



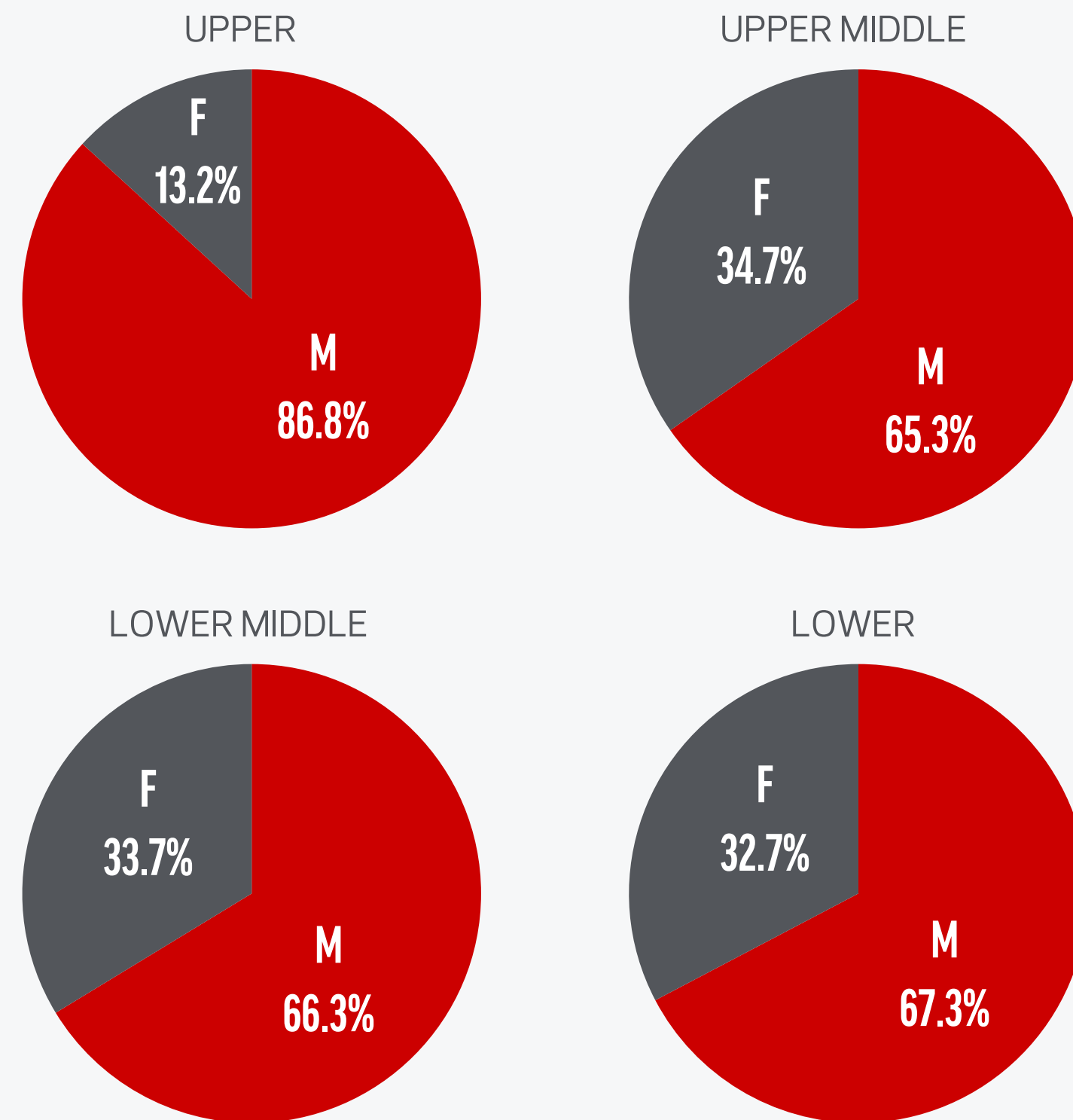
Hourly Pay Gap

The hourly pay gap reviews base salary as an hourly figure in addition to bonus, commission, or other payments.

MEAN 49.0%
(AVERAGE) **MEDIAN 13.4%**
(MIDPOINT)

Pay Quartile By Gender

The improved median pay gap aligns with increased representation in the highest pay quartiles for female coworkers. In 2022 the proportion of women in the top two pay quartiles increased by 6% in the upper quartile and 22% in the upper middle quartile.



Bonus Pay Gap

Our bonus pay gap is primarily reflective of the demographics of our workforce in commission-based roles. Women held 24.9% of our commission-based roles in 2022, a 6.3% increase from 2021.

BONUS PAY GAP

MEAN 13.1%
(AVERAGE) **MEDIAN 57.5%**
(MIDPOINT)

PROPORTION RECEIVING A BONUS

MEN 76.8% **WOMEN 72.6%**

Policy, Opportunity, Community

We're focused on fostering an inclusive, safe, and opportunity-rich culture for all coworkers. Not only is it the right thing to do, but it also contributes to our position as an employer of choice in a very competitive marketplace.

Policy

Over the past year, we've continued to introduce new and enhanced policies to support our coworkers in their careers and at home. To help make life a little easier on new families, we've made some significant improvements to our UK benefits for Maternity and Adoption pay as well as introducing a new Neonatal Leave and Pay policy. We also enhanced our sick leave policies to further support women's health.

Opportunity

It is clear that our industry has a higher proportion of male leaders and salespeople – and we can see the impact this has on our gender pay gap data. We're committed to improving the gender balance across the organisation through robust development programmes. These programmes enable participants to develop skills and invest in their own future with guidance, support and input from coworkers, senior managers and independent specialists. For the second year in a row, 50% of UK participants in our Emerging Leaders Programme were women.

We also know that celebrating an individual's success can spark passion and confidence in others. Each year we acknowledge and celebrate our leading salespeople and we were pleased to announce that in 2022 our top producing salesperson was a woman.



We've created robust training, development and coaching programmes to help women gain the skills, experiences and confidence they need to break down gender stereotypes and succeed in leadership roles. These focussed efforts help ensure we're building a diverse and inclusive leadership pipeline, where women have equal opportunity to thrive."

Penny Williams
VP Sales



Community

Our Women's International Network (WIN) continued to thrive, offering a safe space for women and allies to discuss lived experiences, share ideas and suggest improvements.

During 2022, WIN hosted two, first-of-its-kind, company-wide events:

- Paving the Way Panel: A live event for WIN members which featured six senior CDW women leaders sharing their career experiences and discussing how leaders and coworkers can help support each other in developing and advancing careers.

- WIN Summit: An all-day event which convened all WIN members and allies around the theme of 'Stand in your Power: Empowered Women, Empower Women'. The day included keynote speeches and a panel discussion with women from across the channel industry sharing experiences and best practices.

Established in 2019, WIN was our first Business Resource Group (BRG). We now have five BRGs supporting the full spectrum of our coworkers. Our community groups demonstrate the power of information-sharing and togetherness, giving our coworkers a sense of strength and shared understanding that can often be difficult to foster in a working environment – particularly in this hybrid working world. We are so proud of these groups and look forward to seeing what else they can achieve in the future.



As co-chair of the Women's International Network and a woman working in tech, I have the privilege of understanding first-hand the experiences of women in this industry – and the unique challenges we face. Over the years, I have been incredibly proud to help foster such a supportive and caring community, and it is clear to see its power."

Flannery Devine Gibbons

Category Lead – Hybrid Platforms and UK Co-Chair of the Women's International Network

I confirm that the gender pay gap data contained in this report is accurate and has been completed in accordance with The Equity Act 2010 (Gender Pay Gap Information) Regulations 2017.

JD Hupp | Managing Director, CDW UK and VP International

