

# CDW GENDER PAY GAP REPORT 2021

Committed to opportunity for our coworkers





### **Inclusivity & Opportunity: Priorities of CDW UK**

CDW UK values diversity and supports job opportunities across all areas and levels of our business irrespective of gender, race, ethnic origin, disability, sexual orientation, religion or belief, marital status, age, or any other protected characteristic. We strive to ensure a diverse and inclusive environment that embraces individual differences. This is a business imperative.

As part of our efforts to ensure a diverse workplace, we continue to ensure diverse candidate pools and take steps to ensure opportunities for diverse candidates. Over the period covered in this

report, 40.4% of our new hires were female – a record annual figure for CDW UK. This is an accomplishment of which we are truly proud.

Over the past year, the COVID-19 pandemic has continued to affect our business and our people, with the vast majority of our coworkers continuing to work from home and deal with challenges ranging from home-schooling to increased care responsibilities. We have continued to prioritise the health and wellbeing of our coworkers during this time and added to the support we provide them as the pandemic situation has evolved.



“While we are proud of all that we have accomplished, we know this is a journey and we have more to do to foster the truly inclusive, collaborative and high-performing culture we are committed to building. We remain focused on what is important to our female coworkers and to creating opportunities for both personal and career growth. We remain committed to making CDW UK the destination of choice for the best talent in the industry.”

**J.D. Hupp**

Managing Director CDW UK & VP International

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“Over the past year, we’ve continued to focus on cultivating a diverse and inclusive environment that embraces individual difference. The breadth of our DE&I and CDW Communities initiatives are a testament to our commitment to building a working environment where everyone – irrespective of their gender or other protected characteristic – can thrive.”

**Julie Marsh**

Head of UK Coworker Services

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## Where We Stand: Gender Pay Gap vs. Equal Pay

The gender pay gap is different from equal pay, which refers to receiving the same pay for the same work, or work of an equal value. We periodically conduct pay equity reviews across our organisation and make appropriate adjustments.

The gender pay gap measures the gap between men's and women's average earnings and expresses women's pay as a percentage of men's pay. Our 2021 gender pay gap analysis shows that the difference in earnings between men and women in our UK workforce is 43% (mean) and 21.3% (median). These figures are relatively in line with the prior year's reporting (a slight improvement in mean pay, and a slight widening of the gap in median pay). CDW UK's gender pay gap largely reflects the higher percentage of men versus women within our organisation, the roles they occupy, and the total compensation these roles attract.

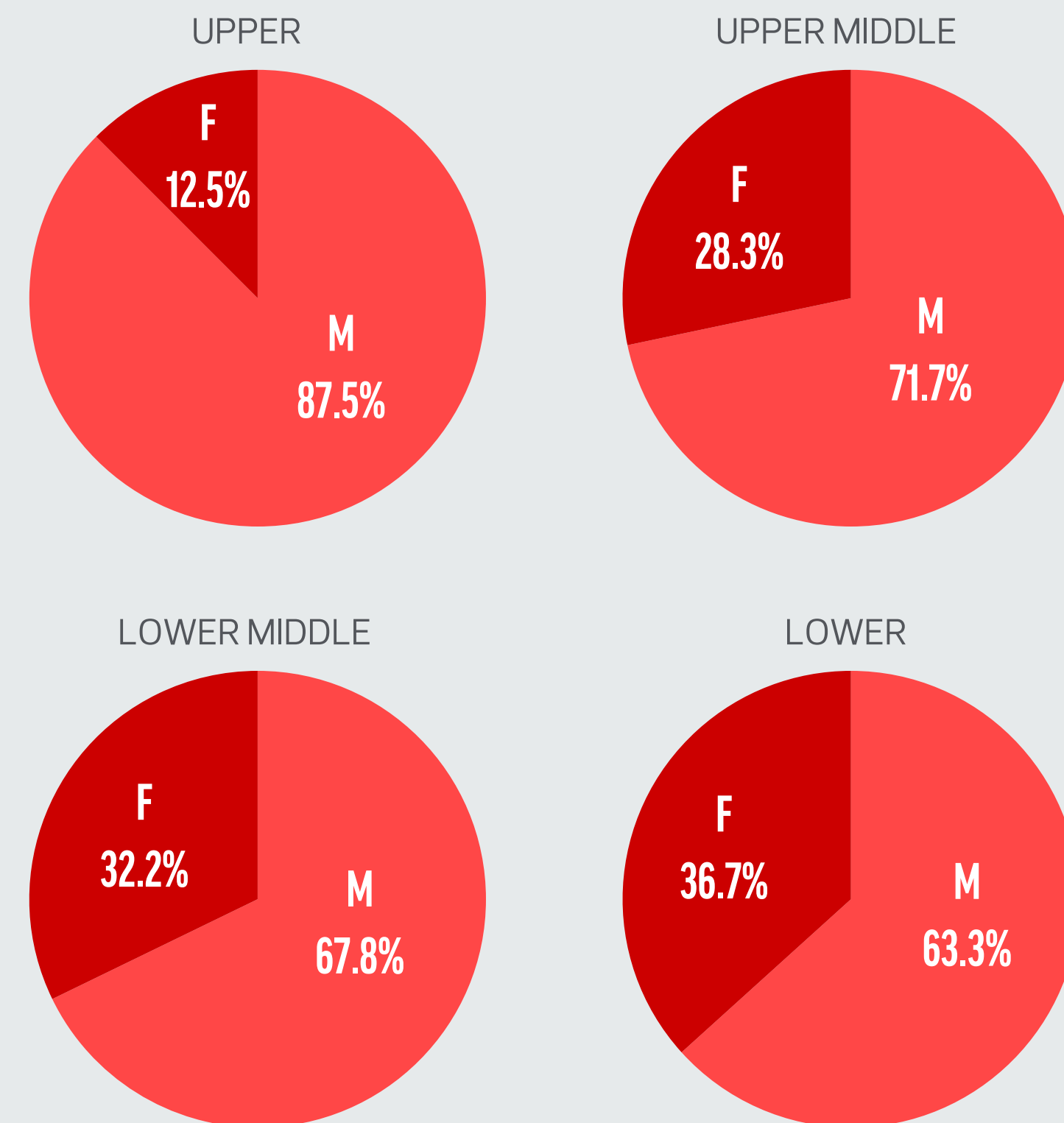
At the time of the analysis, CDW UK's workforce was made up of 1,371 coworkers, 72.6% men and 27.4% women. More than 40% of our new coworkers are women, a record number. However, this increase in representation can widen the pay gap in the short term as new coworkers are generally being hired at lower pay levels than incumbent coworkers with more experience and tenure. We are moving in the right direction as the proportion of women in the top two pay quartiles has increased from 19% to 20.5%.

## Hourly Pay Gap

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

**MEAN 43.0%**  
(AVERAGE)      **MEDIAN 21.3%**  
(MIDPOINT)

## Pay Quartile By Gender



## Bonus Pay Gap

CDW's bonus pay gap, as defined by the regulations, is reflective of the demographics of our workforce.

## PAY GAP

**MEAN 50.3%**  
(AVERAGE)      **MEDIAN -3.1%**  
(MIDPOINT)

## RECEIVERSHIP

**MEN 97.7%**      **WOMEN 92.5%**





## Demonstrating Our Commitment Through Actions

Over the past year, we have continued to introduce new policies, groups and networks to support our coworkers in their career and at home.

**Professional Development:** We increased female participation rates in various CDW development programmes including:

- Emerging Leaders Programme – 50% of UK participants were female
- Coworker Development Programme – 80% of participants were female
- Leaders and Managers Development Programme – 40% of participants were female

**Supporting Diversity:** We activated more than 45 new CDW Communities and DE&I initiatives, including an International Women's Day campaign with messaging in media, social channels and internal events.

**Listening to Coworkers:** We undertook a coworker inclusion survey, which led to recommendations being built into 2021 activities:

- New Business Resource Groups designed to foster a diverse and inclusive workplace for all coworkers
- An improved learning management system for our UK coworkers
- A new policy focused on women's health and its impact on the workplace
- Expansion of 'Time to Talk' which focuses on mental health for all coworkers

Moving forward, we remain committed to continuing our efforts to build and foster our inclusive and supportive culture at CDW UK for the benefit of all our coworkers and our business. And, while it may take some time to close the gender pay gap, given the current demographics of our business as highlighted above, we are committed to doing so. As an example of this commitment in action, we were pleased to announce in early 2022 that a female coworker will be leading our £1 billion-plus revenue generating sales team. We look forward to having even more to celebrate on our progress in 2022 within next year's report.



"It's fantastic to work at an organisation where I've always been supported in working towards my career goals and I know that my managers always have my best interests at heart. CDW UK has invested so much in my career, provided me with incredible mentors and helped me gain new qualifications. We've got a great culture that helps people produce their best work."

### Holly Cruddace

Bid Manager and 2021 CDW UK Coworker of the Year

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

*J.D. Hupp*  
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Managing Director CDW UK and VP International

