



# CDW UK GENDER PAY GAP REPORT 2017

Committed to opportunity for our coworkers



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## Our Values and Beliefs

We value diversity and believe *in job opportunities for everyone irrespective of gender* across all areas of our business. We seek to create a diverse and inclusive environment that embraces individual difference and deem it an increasingly important business imperative.

## Required Reporting

The gender pay gap measures the difference between men's and women's earnings by expressing women's pay as a percentage of men's pay. It is meant to show gender representation in specific roles. This is different from equal pay, which refers to receiving the same pay for the same work, or work of an equal value.

Our 2017 gender pay gap analysis shows that the overall difference in earnings between men and women in our UK workforce is **37.3%** (mean) and **14.3%** (median) based on hourly rates.

## Understanding the Gap

Our gender pay gap in the UK, like many others in the technology industry, is due to the current shape of our workforce.

CDW's UK workforce was, at the time of analysis, 1,012 coworkers. Overall, CDW UK is 75% male and 25% female. Our Sales, Services and Operations team is 950 coworkers and is 77% male and 23% female. Our non-sales roles total 71 coworkers and are 51% male and 49% female.

Our results are heavily influenced by the fact that significantly more men work in our sales roles, and have a higher earning capacity through uncapped commissions and other incentives tied to performance. While a larger proportion of women than men receive bonus payments, those bonuses are often smaller because non-sales roles do not attract commission.



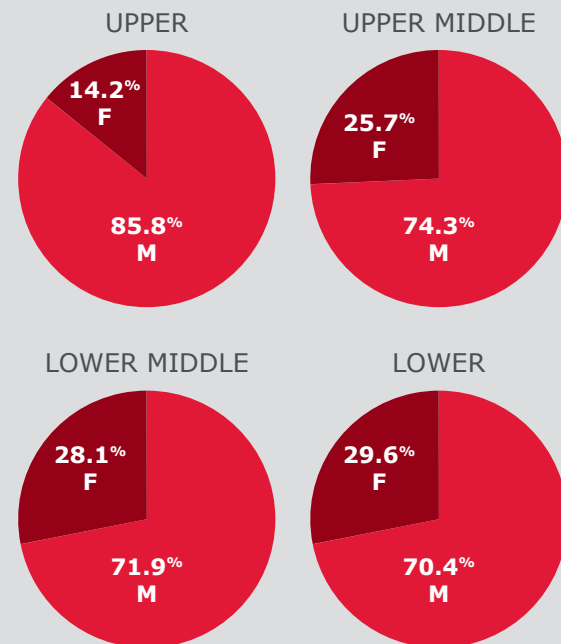
## HOURLY PAY GAP

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 37.3%**  
(AVERAGE)

**MEDIAN 14.3%**  
(MIDPOINT)

## PAY QUANTILES 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 59.7%** (AVERAGE)    **MEDIAN 56.3%** (MIDPOINT)

**RECEIVERSHIP**  
**MALE 52.6%**    **FEMALE 55.3%**

CDW's workforce is separated into divisions, and the gender ratios are as follows:

**SALES,  
SERVICES &  
OPERATIONS**



**NON-SALES  
ROLES**



\*This is based on a snapshot of April 5, 2017, as required by the regulations.

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## Our Ongoing Efforts

We continue to examine how to create opportunities across our workforce. To that end, we have several initiatives underway focused on training and development and reviewing our workplace policies.

Some examples of our initiatives include:

- Utilising the UK Apprenticeship Levy in ways that support female participation. The Levy enables training that can increase STEM skills development. Coworkers can apply for Levy funds to pursue qualifications or credentials that help them grow their career. And it gives CDW UK a way to hire promising people who may not have the necessary qualifications but can gain the relevant skills through Levy funding.
- Supporting overall career development and increasing female representation in managerial and senior roles through a new program focused on personal skills and branding, communication and general management training.
- Ensuring coworkers have the support they need in their personal lives as well as support when they return to work from leave. We are improving our carers policies, including parental, paternity, adoptive, and shared maternity/adoptive leave policies.
- Encouraging coworkers to utilise our flexible working policy in accordance with business needs. We will continue to promote this policy to our coworkers to raise awareness.

Though the makeup of our workforce influences the pay gap, we are dedicated to current initiatives and programs to improve it. We are committed to doing our part to have more balanced gender representation among our coworkers.

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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.

*Dan Laws*

Dan Laws  
Managing Director CDW UK & VP International