

CDW Gender Pay Gap Report

April, 2025



Introduction

At CDW, we remain committed to creating a workplace that is welcoming, respectful, accountable, and fair for every coworker.

Each year, our Gender Pay Gap Report provides an important opportunity to reflect on our progress, understand where we need to go further, and reaffirm our dedication to driving equitable outcomes across our organisation.

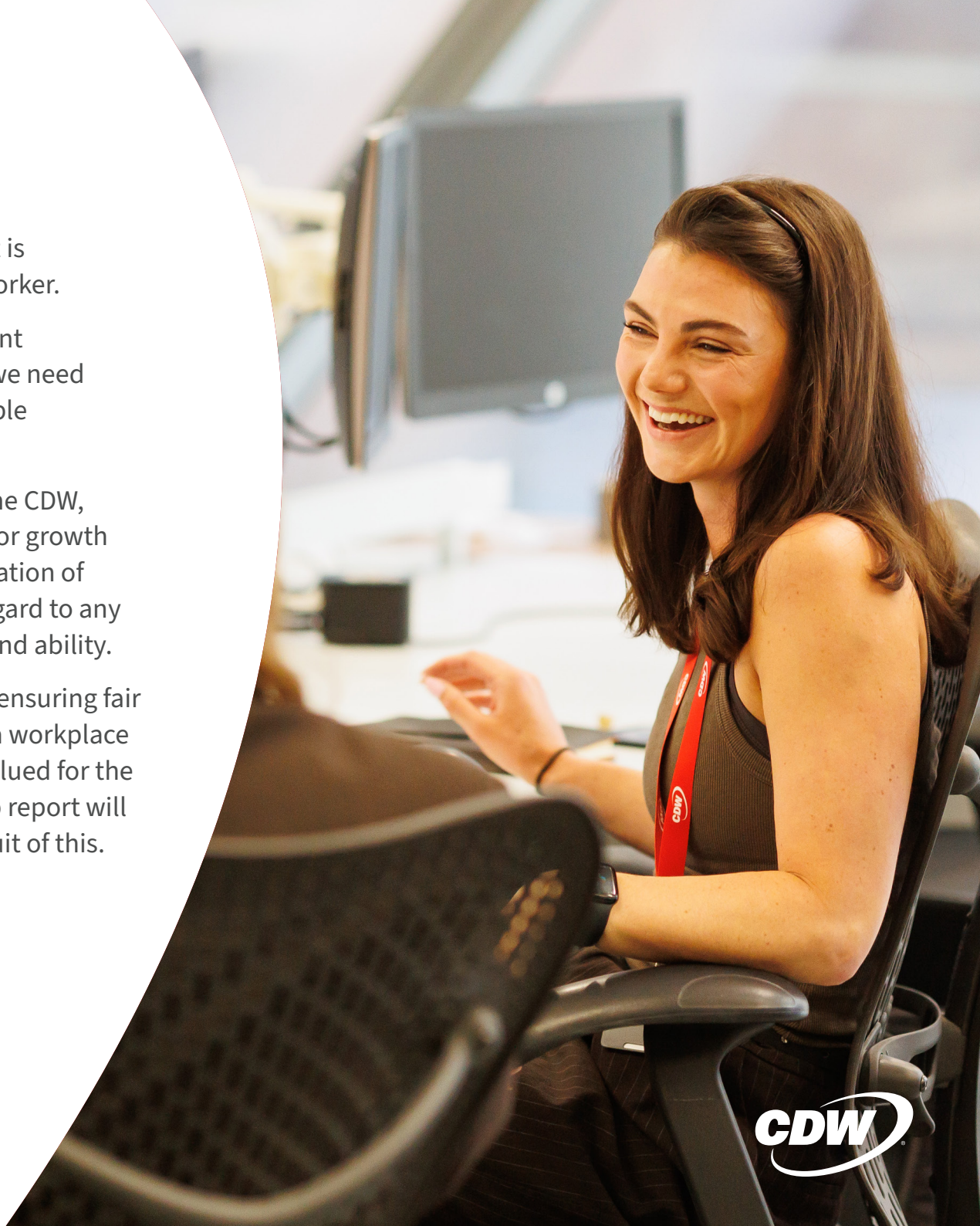
Over the past year, we have continued to focus on being One CDW, supporting talent and creating meaningful opportunities for growth and development. Our pay philosophy is based on a foundation of awarding our coworkers fairly, consistently and without regard to any protected characteristic, anchored in merit, performance and ability.

We remain focused on advancing opportunities for all and ensuring fair pay practices. Our unwavering ambition remains to build a workplace where all coworkers can thrive, contribute fully, and feel valued for the strengths they bring. The insights from the Gender Pay Gap report will be play a key role in helping shape our future work in pursuit of this.



Helen Owen

Director, UK&I CWS



Where We Stand

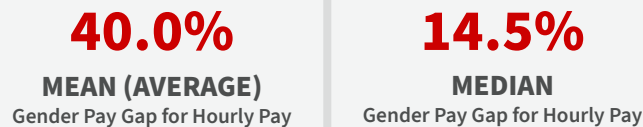
The Gender Pay Gap measures the difference between average earnings for women compared to men. Pay for women is expressed as a percentage of men’s pay.

Analysis of the 2025 data shows that the difference in hourly earnings between men and women in our UK workforce is **40.0% (mean)** and **14.5% (median)**.

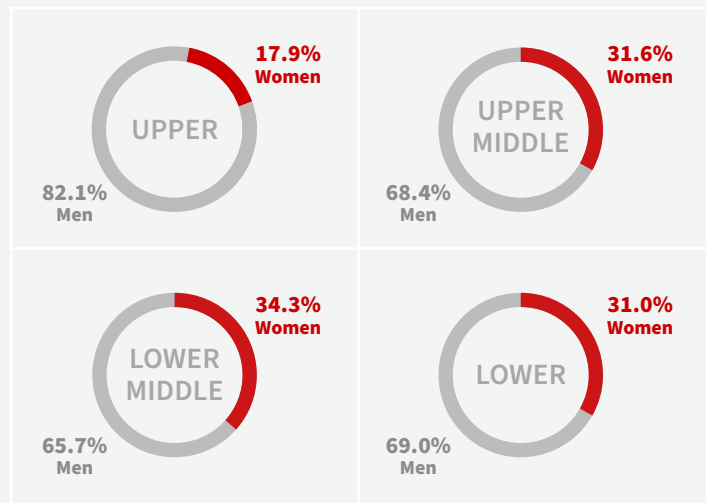
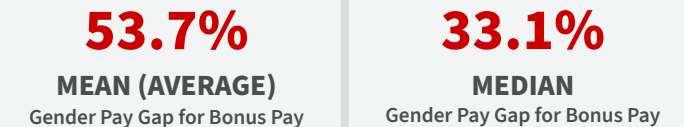
The mean gap reflects a greater proportion of men in our higher earning, commission-based roles – 29.7% of all men held a role in Sales & Solutions, compared to 15.6% of all women, with men occupying four out of every five positions across Sales & Solutions.

Hourly Pay Gap

The hourly pay calculation uses base salary expressed as an hourly rate.



Analysis of bonus data shows a **median bonus gap of 33.1%**, meaning that, on average, women paid a bonus in 2025 received 31% less than men that received a bonus. The **mean bonus gap is 53.7%**, which reflects the variability of commission-based compensation and the composition of the workforce in our Sales/commission-based roles.



Pay Quartile Distribution

The representation of women across the organisation remains stronger in our lower and middle quartiles, reflecting the distribution of roles across business functions. The upper quartile continues to show the lowest representation of women, aligned to the concentration of senior, sales and technical roles within this segment.

Percentage of men and women receiving bonus pay



In April 2025, our UK workforce consisted of **1,550 coworkers**, with **69.9% men** and **30.1% women**. This workforce composition remains broadly consistent with the balance of roles across the wider technology and sales industry.



Ongoing Efforts and Initiatives

The 2025 figures show the importance of continuing to strengthen our talent pipelines, support development pathways, and improve our ability to attract the best candidates, regardless of background or life circumstance.

At CDW, we continue to invest in creating a workplace where every coworker can thrive, contribute, and grow. Over the past year, we have further embedded our One CDW initiative into how we operate, grow, and deliver for our customers.

Our ongoing efforts reflect a **more mature, evidence-driven, and business-aligned approach** — one that seeks to harness the full strength of different coworker perspectives to support stronger collaboration, innovation, and organisational performance.

Strengthening the BRG Model

We have been refreshing the focus of our Business Resource Groups (BRGs) with the aim of creating a **more mature and business-aligned approach**, where the work of BRGs delivers value both for coworker community and for the wider business. The refreshed model is designed to help BRGs:

- Focus their efforts on areas that meaningfully improve coworker experience and belonging
- Contribute insight that supports better decision-making and helps address barriers faced by underrepresented groups
- Align their initiatives to the social value model, helping to deliver tangible, lasting change for coworkers and positioning CDW to better differentiate our business when pursuing new business

Women's International Network (WIN) in action

In 2025, WIN partnered with NHS England to deliver professional development workshops reaching over 100 participants across 40+ organisations, strengthening our social value and public-sector relationships. This is exactly the kind of measurable BRG impact our refreshed model is designed to scale – combining community benefit with business relevance.

Building Towards Better Alignment and Insight

We recognise the need to take a more evidence driven approach to One CDW and are launching a campaign to **improve the depth and quality of our people data**, enabling us to better understand workforce experiences, improve decision-making, and evaluate the effectiveness of our initiatives. This expanded dataset will support more targeted action planning in developing and attracting talent.

Looking Ahead

While many of these changes are still being rolled out, they reflect our ambition to build an approach that is even clearer, more connected, and more capable of supporting our long-term business goals. As these initiatives take root, our focus will remain on ensuring coworkers feel heard, supported, and empowered – and on creating the conditions where different perspectives can meaningfully influence the way we work.



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As we build on the foundations laid over the past year, we remain committed to driving meaningful, long-term change. We will keep monitoring our progress and sharing it openly, ensuring we stay accountable to our goal of creating a workplace where everyone feels respected, supported and able to thrive.”



Penny Williams

Managing Director,
UK&I



I confirm that the statistics in this report are accurate and have been calculated in accordance with relevant legislation.

A handwritten signature in white ink, appearing to read 'Penny Williams'.

Penny Williams | Managing Director, CDW UK and International