

# CDW UK GENDER PAY GAP REPORT 2019

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, race, ethnic origin, disability, sexual orientation, religion or belief, marital status, age, or any other protected bases** 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 average earnings and expresses the women's pay as a percentage of the men's pay. Our 2019 gender pay gap analysis shows that the difference in earnings between men and women in our UK workforce is 36.6% (mean) and 12.5% (median). The mean and median gaps increased slightly from 2018 but remain below the figures reported in 2017.

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.

## Breaking Down Our Data

CDW's UK workforce was, at the time of the analysis, made up of 1,282 coworkers, 74% men and 26% women. Our Sales, Services and Operations team is made up of 1,192 coworkers and is 76% male and 24% female. We have 90 coworkers in non-sales roles: 49% are male and 51% are female.

The overall trend in female representation across CDW's highest-paid quartiles is a positive one. The percentage of women in roles in the upper and upper middle pay quartiles has increased from 39.9% in 2017 to 43.4% in 2019. However, because more men occupy sales roles with unlimited earning capacity through uncapped commissions and other incentives tied to performance, this affects CDW UK's overall results. The proportion of women in the lower pay quartile has increased from 29.5% in 2018 to 31.9% in 2019.

"I've benefitted hugely from the learning and development opportunities at CDW. I was given the opportunity to study an apprenticeship alongside my day-to-day work and achieved my CIPD Level 5 Human Resource Management qualification in 2019."

Chloe Johnson  
CWS Business Partner

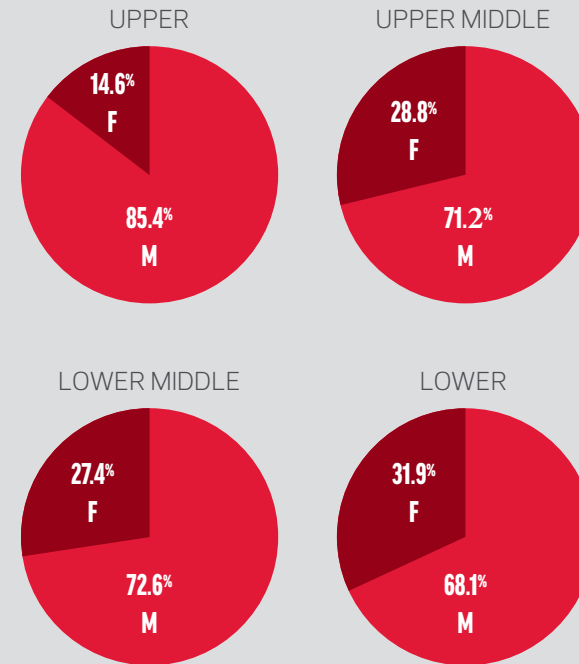


## Hourly Pay Gap

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 36.6%**  
(AVERAGE)      **MEDIAN 12.5%**  
(MIDPOINT)

## Pay Quartiles 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 56.8%**  
(AVERAGE)      **MEDIAN -58.3%**  
(MIDPOINT)

## RECEIVERSHIP

**MALE 90%**      **FEMALE 87.9%**

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 5 April, 2019, as required by the regulations.

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"With a variety of roles and different ways to succeed at CDW UK, it is up to us to make sure every coworker feels they have a clear path to fulfill their career ambitions. Though the makeup of our workforce influences the pay gap, we remain committed to achieving a more balanced gender representation among our coworkers."

**Grace Mee**

Vice President, UK and International Operations



## Our Actions

Since our last report, we have both enhanced existing programmes and introduced new initiatives designed to strengthen our commitment to reducing the gender pay gap. These generally fall into four categories:

### People Development and Support

- Our Women's International Network (WIN) has continued to thrive. WIN's goal is to provide a network where coworkers can collaborate on common goals and evolve CDW's culture of inclusion and opportunity. This year we launched WIN Mentorship Drop-ins and set up a diversity and inclusion group with champions throughout the business.
- Six women and two men are taking part in our Coworker Development Programme, while 10 women and 13 men will participate in the Leaders and Managers Development Programme. Both programmes are designed to help participants at different stages of their careers to develop their skills and invest in their own career development with guidance, support and input from coworkers, senior managers and independent training specialists.
- Female participation in CDW's Emerging Leaders Programme, an experience available to a select number of CDW coworkers worldwide who demonstrate potential leadership skills, knowledge and behaviours, has increased from 33% in 2018-2019 to 50% in 2019-2020.
- The career levelling framework launched at the start of 2020 and provides a consistent way of defining roles across the business, as well as enabling career development conversations. Managers and coworkers have been briefed on how to have these development conversations and make the most of the new framework.

## Compensation

- The launch in 2018 of our merit programme has formalised existing procedures to review pay across our non-commissioned coworkers, and helps further ensure that pay is tied to performance.

## Recognition

- In April 2020, we will launch an internal poster campaign that will see up to 20 coworkers' stories featured on posters around the CDW offices. This is designed to increase employee engagement and outline career development and progression potential.
- We are making use of UK Apprenticeship Levy funds to work towards our gender pay gap goals and funds are being directed towards Coworker Development and Leaders and Management Development programmes.
- Seven CDW UK coworkers were shortlisted for the 2019 CRN Women in Channel awards. One coworker won in her category and one was recognised as a highly commendable runner up.

## Education and Skills

- We launched a partnership with Stemettes, a social enterprise that inspires and supports young females from 5 to 21 to pursue careers in science, technology, engineering and maths (STEM). Our July hackathon was rated 9.2 out of 10 by the 52 young females (and a group of young males) in attendance.
- We hosted a Stemettes & Monster Confidence Bootcamp at our Service Centre in Peterborough encouraging young females to consider a role within CDW's Technical and Services divisions.

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.

**Dan Laws**

Managing Director CDW UK and VP International

