

# GENDER PAY GAP REPORT

## Mission Statement

Ingram Micro is committed to promoting a supportive and inclusive culture along with equal opportunities in employment. All associates will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation.

Alongside the consideration of skills, experience and proficiency of competencies we have a clear stance of paying associates within the same range for the same or equivalent work, regardless of their sex or any other characteristic as set out above.

## GENDER PAY GAP REPORTING

As an employer of over 250 employees, Ingram Micro (UK) Ltd. has a legal obligation to report on its gender pay gap, of which the calculations are determined by the Government Equalities Office. This report does not however endeavour to reflect the pay difference between men and women in the same position at Ingram Micro.

The Figures for the 2022 report are provided based upon a snapshot date of 5 April 2022.

The mean gender pay gap is 30.9%

The median gender pay gap is 26.2%

The mean gender bonus gap is 47.6%

The median gender bonus gap is 45.5%



The proportion of male employees receiving a bonus is 90.3%



The proportion of female employees receiving a bonus is 88.1%

### Quartiles



Male 46.8%  
Female 53.2%



Male 56.7%  
Female 43.3%

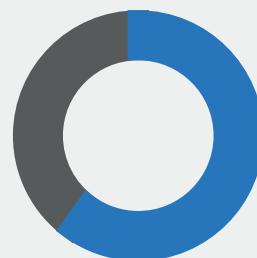


Male 59.6%  
Female 40.4%



Male 77.6%  
Female 22.4%

2019 comparable	2021	2022
Mean Pay Gap	37.5%	30.9%
Median Pay Gap	29.6%	26.2%
Mean Bonus Gap	50.1%	47.6%
Median Bonus Gap	44.0%	45.5%
Proportion of Males receiving a bonus	91.2%	90.3%
Proportion of Females receiving a bonus	92.5%	88.8%



39.8% of the workforce is Female

60.2% of the workforce is Male

## OUR COMMITMENT

Ingram Micro's global compensation philosophy is to "pay for performance." Therefore, all of our associates are empowered to and have the ability to directly impact their total compensation directly based upon their performance through the annual pay review cycle & individual commission plans.

We have and continue to re-evaluate all job roles and pay as necessary to ensure a fair structure and applicable salary range on an annual basis.

Our Executive Leadership Team is made up of associates from a diverse culture with 5 out of the 13 members being held by females and varying ethnicity and this is indicative of our workforce.

As part of our ongoing effort to make strides toward a more diverse and inclusive workplace, we have established a Global DE&I council which consist of members from top-level executives to employee level. We also appointed DE&I Community Leads as we believe that, in creating a truly inclusive work environment, associates need to be actively involved and engaged, hence we are taking an associate-led approach to strategically deliver on our DE&I efforts.

We continue to support our high potential associates and ensure both women and men are represented, providing development and opportunities for advancement through our Talent Development Programmes.

As an employer within the Technology sector we are committed to closing the gender pay gap and support more women in entering STEM Careers. Our recruitment practices consciously ensure our focus is on how we attract more diverse and female workers. In 2022 alone, almost half of our new hires were female (44.3%) and we remain committed to increase this number further.

In 2022, we were pleased to be recognised by the Great Place to Work accolade for UK's Best Workplaces for Women in 2022, which highlights our hard work to ensure people aren't discriminated against, create fair access and advancement for all, and foster a sense of value and empowerment in employees.

We are committed to developing our female talent into senior roles and in 2022 one of the three UK places available for our EMEA and APAC Future Executive Programme was filled by a female. 30% of our high potential associates are females and this is a number we are committed to improving.

### PLANS FOR 2022/2023

Our journey continues to evolve and as such a few ways we are doing this are by:

- Recruitment-Candidate Demographics, ensuring those candidates interviewed are diverse with local targets in place.
- Purposeful career development and advancement by having career conversations with our Key Talent focussing on inclusion.
- DE&I Workshops and Listening Sessions, with the aim of achieving a locally set participation rate on all key DE&I workshops.
- Foster the development of Employee Resource Groups globally.

