

## 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 2021 report are provided based upon a snapshot date of 5 April 2021.

The mean gender pay gap is 37.5%

The median gender pay gap is 29.6%

The mean gender bonus gap is 50.1%

The median gender bonus gap is 44%



The proportion of male employees receiving a bonus is 91.2%



The proportion of female employees receiving a bonus is 92.5%

### Quartiles



Male 40.7%  
Female 59.3%



Male 58.5%  
Female 41.5%

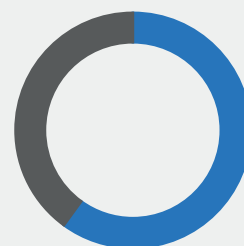


Male 61.2%  
Female 38.8%



Male 79.1%  
Female 20.9%

2020 comparable	2020	2021
Mean Pay Gap	30.1%	37.5%
Median Pay Gap	24.9%	29.6%
Mean Bonus Gap	52.8%	50.1%
Median Bonus Gap	51.9%	44.0%
Proportion of Males receiving a bonus	99.7%	91.2%
Proportion of Females receiving a bonus	98.1%	92.5%



40.1% of the workforce is Female  
59.9% of the workforce is Male

# Gender Pay Gap Report

## 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.

Ingram Micro continue to remain committed to diversity and developing our inclusive culture, our Diversity, Equity and Inclusion committee have formed to hold Ingram Micro accountable and support and educate Ingram Micro Associates to ensure we are leading the way in Diversity and Inclusion and that all associates feel valued, supported and listened to.

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. We have a call to action in order to boost the number of women in technology and have created a STEM project team who have been tasked with developing a strategic plan for Ingram Micro (UK) Ltd.

In our recruitment practices we are consciously ensuring our focus is on how we attract more diverse and female workers. An intentional effort is made to ensure through the wording of our vacancies on our job sites reaches out to the female population and attracting females in to the Technology industry at both entry level roles and senior roles.

### What does INGRAM value?



## PLANS FOR 2022/2023

We continue to explore events where we can play a part in inspiring students about careers in technology and how it shapes the world in which we live

We are implementing new apprenticeship and graduate schemes to support entry level positions within the technology sector and are working closely with Milton Keynes College to attract females into these schemes. At the same time, we are encouraging our existing associates to take control of their development by ensuring they are aware of the opportunities which are available to them through our suite of learning activities.

We have some incredible female role models within our business, and by working with our DE&I committee we are making positive progress to shout louder about these individuals and make them more visible to not only our associate population but providing them with the opportunities to get involved within the communities in which they work.

The pandemic has meant we have had to create more flexible working practices as a standard, and this allows us to have a positive impact when attracting females into roles. We have reviewed our family friendly policies to ensure we remain competitive and supportive of our female associates.

