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 2020 report are provided based upon a snapshot date of 5 April 2020.

### Quartiles

- **Lower Quartile**: Male 47.9% Female 52.1%
- **Lower-mid Quartile**: Male 53.9% Female 46.1%
- **Mid-upper Quartile**: Male 64.7% Female 35.3%
- **Upper Quartile**: Male 76.5% Female 23.5%

### 2019 comparable vs. 2019 vs. 2020

<table>
<thead>
<tr>
<th></th>
<th>2019 comparable</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean Pay Gap</td>
<td>33.1%</td>
<td>30.1%</td>
<td></td>
</tr>
<tr>
<td>Median Pay Gap</td>
<td>24.9%</td>
<td>24.9%</td>
<td></td>
</tr>
<tr>
<td>Mean Bonus Gap</td>
<td>55.6%</td>
<td>52.8%</td>
<td></td>
</tr>
<tr>
<td>Median Bonus Gap</td>
<td>54.3%</td>
<td>51.9%</td>
<td></td>
</tr>
<tr>
<td>Proportion of Males receiving a bonus</td>
<td>90.1%</td>
<td>99.7%</td>
<td></td>
</tr>
<tr>
<td>Proportion of Females receiving a bonus</td>
<td>80.2%</td>
<td>98.1%</td>
<td></td>
</tr>
</tbody>
</table>

- The mean gender pay gap is 30.1%
- The median gender pay gap is 24.9%
- The mean gender bonus gap is 52.8%
- The median gender bonus gap is 51.9%
- The proportion of male employees receiving a bonus is 99.7%
- The proportion of female employees receiving a bonus is 98.1%

39.3% of the workforce is Female
60.7% 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.

We are proud 3 members of the Executive Leadership Team positions are filled by females.

As part of our commitment to supporting diversity and developing our inclusive culture, a Diversity and Inclusion committee was formed. The Chairperson and Members are from our associate population in various job roles and levels to ensure we are responsive to different cultures and groups in all our interactions with associates, business relationships and the communities in which we operate as we believe it to be integral to achieving our strategic objectives.

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.

PLANS FOR 2021/2022

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 created more flexible working practices as standard, which 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.

Matt Sanderson | SVP UK & Ireland
October 2021