

# Gender Pay Gap Report



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.

In addition to 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 endeavour to reflect the pay difference between men and women in the same position at Ingram Micro.

The Figures for the 2023 report are provided based upon a snapshot date of 5 April 2023.

59.8% Workforce is **Male**

40.2% Workforce is **Female**

The mean gender pay gap is 24.8%

The median gender pay gap is 24.4%

The mean gender bonus gap is 42.6%

The median gender bonus gap is 35.6%

♂  
The proportion of **male** employees receiving a bonus is **95.2%**

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The proportion of **female** employees receiving a bonus is **95.0%**

### Quartiles

Lower Quartile	Mid	Upper Quartile
51.6% <b>Male</b>	48.4% <b>Female</b>	
Lower-mid Quartile		
49.4% <b>Male</b>	50.6% <b>Female</b>	
Mid-upper Quartile		
61.7% <b>Male</b>	38.3% <b>Female</b>	
Upper Quartile		
76.6% <b>Male</b>		23.4% <b>F.</b>

### 2022 comparable

	2022	2023
Mean Pay Gap	30.9%	24.8%
Median Pay Gap	26.2%	24.4%
Mean Bonus Gap	47.6%	42.6%
Median Bonus Gap	45.5%	35.6%
Proportion of Males receiving a bonus	90.3%	95.2%
Proportion of Females receiving a bonus	88.8%	95.0%

# 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 based upon their performance through the annual pay review cycle and 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 6 out of the 13 members being females of varying ethnicity, and this is indicative of our workforce.

We are committed to reducing our Gender Pay Gap, and during 2023, we introduced an executive pay committee to provide a high-level review of internal pay equity and ensure internal processes are consistently and robustly applied.

As part of our ongoing effort to make strides toward a more diverse and inclusive workplace, we have established a Global DE&I council. To further enhance this, we established an EMEA DE&I thinktank, which drives global vision across the region in which we operate.

We delivered on our commitment for 2023/2024 on our locally delivered listening sessions across our DE&I Employee Resource Groups, including Women in the Workplace, R.I.C.E, Abilities, and LGBTQI+. We welcomed inspirational female speakers from other Technology businesses to highlight how we can continue to raise awareness of the challenges females encounter during their careers and how these can be overcome with support from organisations.

We continue to support our high potential associates and all gender identities are represented, providing development and opportunities for advancement through our Talent Development Programmes.

We are committed to developing our female talent into senior roles and in 2023, 50% of the UK places available for our EMEA and APAC Future Executive Programme were filled by females. We are continually striving to improve the number of our female high potential associates across our UK business.

As an employer within the technology sector, we are committed to closing the gender pay gap and supporting more women in STEM Careers. Our recruitment practices consciously ensure our focus is on how we attract and support more neurodiverse and female workers into the technology industry.

## Plans for 2024

Our journey continues to evolve, and here are a few ways we are doing this are by:

- Launching of Hire Great 3.0 training programme for all recruiting managers, addressing subjects such as unconscious bias and promoting recruitment best practices.
- Purposeful career development and advancement by having career conversations with all associates to ensure we support their opportunity for personal development.
- Improving our family friendly policies and practices.
- Continuing to provide holistic wellbeing initiatives to support all associates within our organisation.

