



Ingram Micro Services Limited

Gender Pay Gap Report

As at April 2023

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FOREWARD

Ingram Micro Services Limited are a market-leading provider of supply chain services providing customers with exceptional solutions that deliver value, innovation, and a high level of customer satisfaction, supporting ever-changing, technically complex devices including mobile phones, smart phones, computers, touch screen tablet devices and other electrical products.

Ingram Micro is committed to a policy of equal opportunity with regards to its employment practices and procedures and values the individual contribution of men and women with differing backgrounds, skills, and abilities.

Our gender pay gap reports suggests that there are areas in which we can do more to support gender equality. We have a mean gender pay gap of 23.2% and a median of 4.7% which is an increase on last years figures. This is likely due to a shift in the % of male and female employees in the upper pay quarters of the business. This year's report has highlighted that more attention is still needed within the remaining business, and we will continue to strive to reaches 0% gap.

When we break this down by quartile, we see there is a discrepancy in our upper quartile band within the senior management team. Again, this is something that the company will seek to address as and when the opportunity arises.

Kevin Coleman
Global VP Reverse Logistics & Repair

GENDER PAY GAP vs EQUAL PAY

When understanding a gender pay gap it is important to be familiar with how this differs from equal pay. The Equality & Human Rights Commission outlines the differences as follows:

“Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

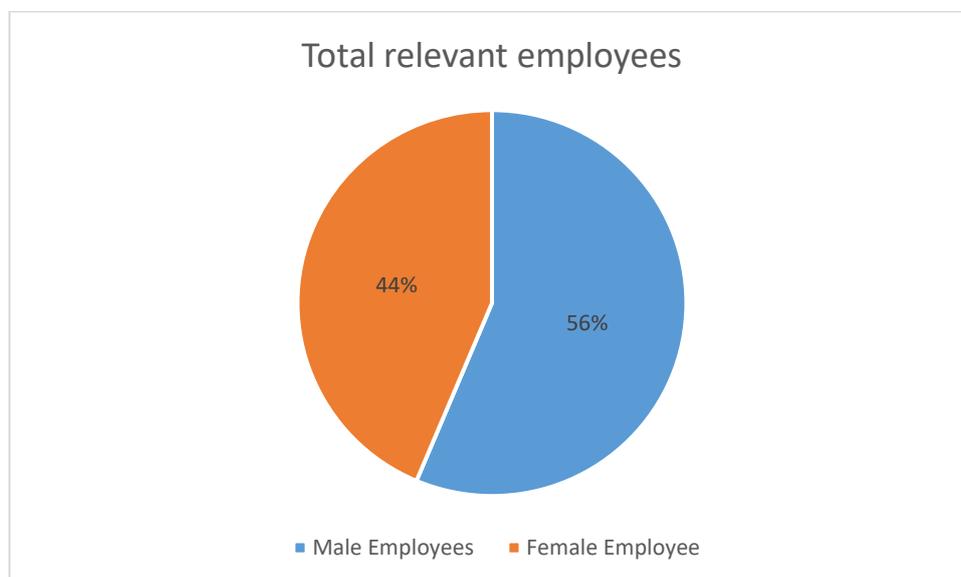
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.”¹

Equal pay is unlawful, and a gender pay gap is not. This is due to the causes of a gender pay gap not falling within the direct control of an employer. Ingram Micro Services Limited is an equal pay employer, and we ensure that we do not engage in practices that breach equal pay legislation.

¹ <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>

SUMMARY

At Ingram Micro Services Limited the gender of our workforce is 56% male and 44% female.



Our overall gender pay gap, by mean average is 23.2%. This highlights the difference between the average pay of males and females in our total workforce. Our gender pay gap by median though drops to 4.7%.

	Median Hourly Pay	Mean Hourly Pay
Female	£ 10.82	£ 12.87
Male	£ 11.33	£ 16.75
Pay Gap %	4.7%	23.2%

Bonus Gender Pay Gap

The proportion of employees receiving bonuses has increased to 16.3%, compared to last years 14.1%. When looking at the split between male and female, 44.4% of male employee received bonuses compared with 17.8% of female employees.

	Male	Female
Total Relevant Employees	173	104
Total Receiving Bonus	122	38
% Receiving Bonus	44.4%	17.8%

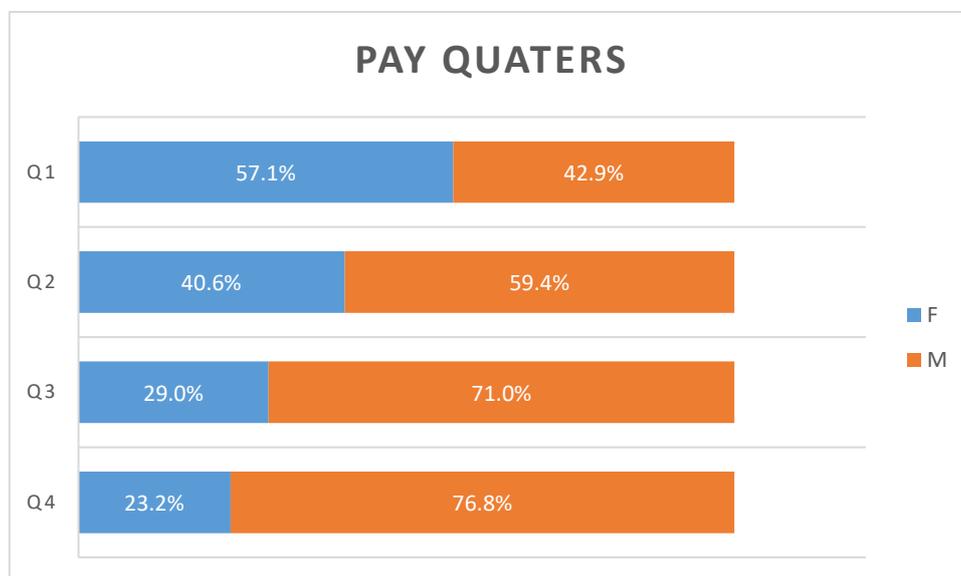
When looking at the bonuses paid in the 12 months to April 2023, we have a bonus pay gap of 55.3%, However, by median this drops to 22.4%. This can be explained by differing bonus structures at different levels in the business.

UNDERSTANDING OUR GAP

To understand what drives this gap and what can be done about it, it is important to analyse by pay quartiles as set out by the Government Equalities Office (GEO). This allows us to understand whether women are often overrepresented in lower earning roles and men within higher earning roles. This is calculated by taking all male and female full-pay relevant employees across the whole organisation and dividing them equally into four pay bands.

The four pay bands are as follows:

- Q1 – lower hourly pay quarter
- Q2 – lower middle hourly pay quarter
- Q3 – upper middle hourly pay quarter
- Q4 - upper hourly pay quarter



In Q1 the proportion of females to males has now overtaken previous years. The ration of Male to female employees has shifted in Q2 moving away from the equal split in last year's report. However, our upper quartiles still have a much higher proportion of male employees and is what is driving our overall gender pay gap, although again the percentage of females in these upper quartiles has increased since our last report.

TAKING ACTION

At Ingram Micro Services Limited we are all too aware of gender disparity in the UK and we are committed to helping to address it.

1. Further analysis, transparency, and reporting

- We are currently report on our gender pay gap annually as per the guidelines and we will continue to do so.
- We will work with the Government Equalities Office to continue to seek advice and feedback to ensure legislative compliance.
- The median average is better indicator of typical pay and we are likely to give this prominence in future analysis.²

2. Upper Quartile

We recognise that a reason for our average gender pay gap is the high proportion of male employees in the upper quartile compared with female employees.

At Ingram Micro, we are passionate about developing our employees and would encourage all employees aspire to progress their careers at Ingram Micro. We encourage flexibility with regard to work-life balance and allow roles to be carried out on a part time basis where appropriate in order to encourage a more diverse range of applications for roles at these higher levels.

3. Initiatives Supporting Equality, Diversity & Inclusion.

At Ingram Micro, we have existing measures that are of benefit to a reduction in the gender pay gap. We will review and build upon these and look to understand how we can use these further to reduce our pay gap. Our current provisions include:

- Flexible Working Agreements – at Ingram Micro we encourage applications from all employees who want to change their working patterns and look to accommodate requests wherever possible.
- Hybrid working – Hybrid work is a flexible work model that supports a blend of in-office, remote, and on-the-go workers. It offers employees the extra flexibility to help with a work homelife balance.
- Learning & Development – we offer a wide range of courses, mainly through online training.
- Trade Union – we work closely with our recognised trade union, Unite, and support the process of collective bargaining.
- Equal Opportunities Policy – this policy covers all employees and outlines our approach to our employment practices and procedures. We also have a Dignity at Work Policy covering topics such as discrimination, bullying and harassment and the responsibilities of employees and managers.

² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings>