

Ingram Micro Services Ltd

Gender Pay Gap Report

As at April 2022

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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 report suggests that there are areas in which we can do more to support gender equality. We have a mean gender pay gap of 18% and a median of 4% which are both increases on last year's figures; this is due in part to a section of the business being sold off within the year and as a result several females previously in the upper quartile positions moving with that section of the business.

This 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
Director – Commerce & Lifecycle Services

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:

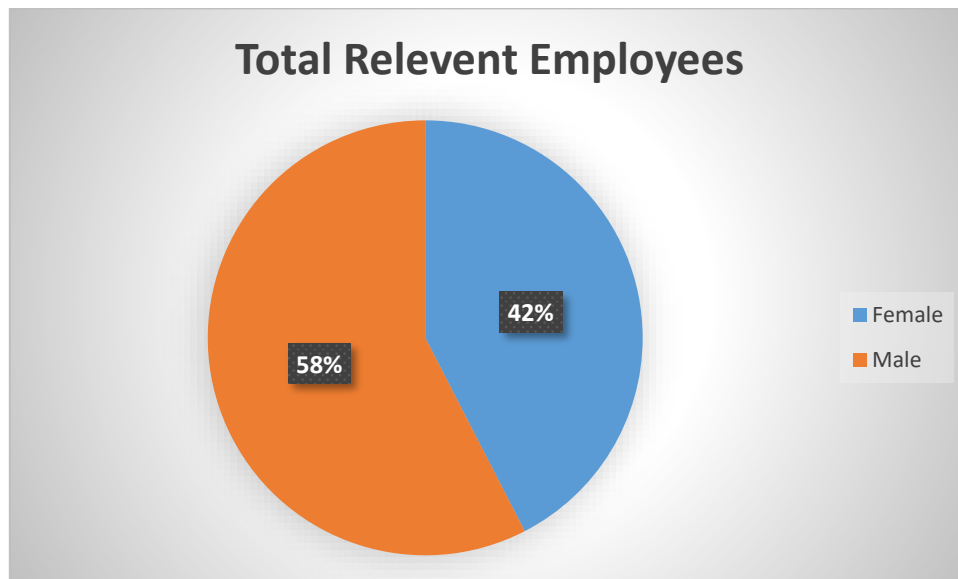
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as 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 58% male and 42% female.



Our overall gender pay gap, by mean average is 18%. 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%.

	Median Hourly Pay	Mean Hourly Pay
Female	£9.60	£10.74
Male	£10.00	£13.10
Pay Gap	4.0%	18.0%

Bonus Gender Pay Gap

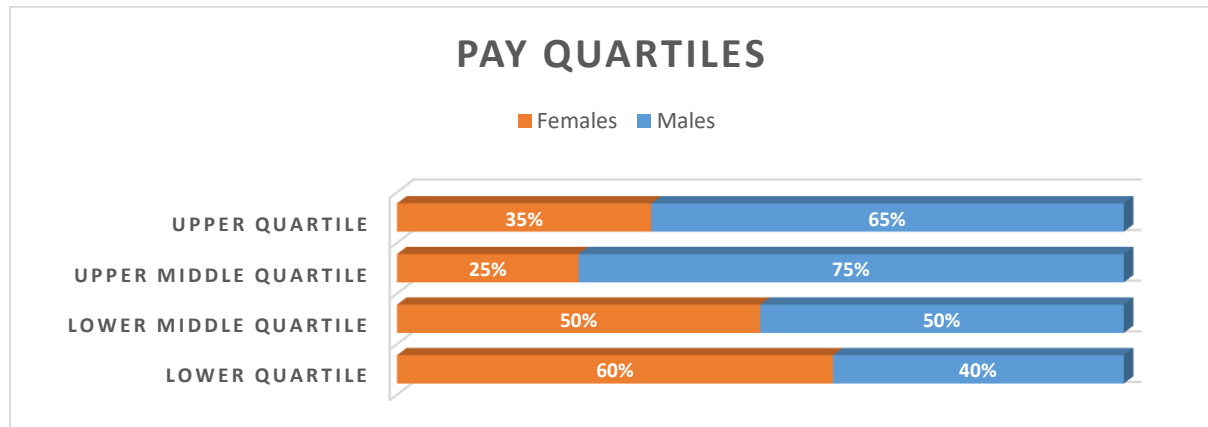
The proportion of employees receiving bonuses is relatively low at 14.1%. When looking at the split between male and female, 18% of male employees received bonuses compared with 9% of female employees.

	Male	Female
Total Relevant Employees	293	216
Total Receiving Bonus	52	20
% Receiving Bonus	18%	9%

When looking at the bonuses paid in the 12 months to April 2022, we have a bonus pay gap of 69%, meaning women earn 31p for every £1 that men earn when comparing median bonus pay. However, by median this drops to 48.22%. 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.



In the lower two quartiles, the proportions of males to females within the workforce are now closer to being an equal split than they have been in previous years. 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.
- Whilst we do not have time before our next report to address the pay gap in the upper quartile, we will look to investigate what can be done before our 2023 report.
- 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>