



CDW GENDER PAY GAP REPORT 2023



INTRODUCTION

We believe that fostering a diverse and empowered workforce, where various perspectives and experiences are embraced, leads to better business decisions and a competitive advantage. Ensuring equitable pay practices remains a key element of our overarching commitment to fostering a diverse, inclusive, and equitable workplace.

We have taken concrete steps to help ensure pay equity – such as establishing programmes to attract, retain, and nurture female talent, conducting regular pay reviews, and implementing consistent pay structures – as outlined in this year’s Gender Pay Gap Report. We will continue to learn, adapt, and apply initiatives to drive positive change across our workplace, our industry, and the communities we serve.

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We are focused on empowering talent, fostering diversity of thought, and creating access to opportunities and fulfilment for female coworkers. These ultimately drive purposeful collaboration and better productivity, innovation, and business results. While having more women in sales and technical roles is essential, true change must come from intentional company practices and policies that empower, develop, retain, and reward our coworkers for doing their best work.”



PENNY WILLIAMS,
VP OF SALES

WHERE WE STAND

The gender pay gap measures the gap between women’s and men’s average earnings, with women’s pay expressed as a percentage of men’s pay. **Note:** The gender pay gap is different from equal pay, which refers to receiving the same pay for the same work or work of an equal value.

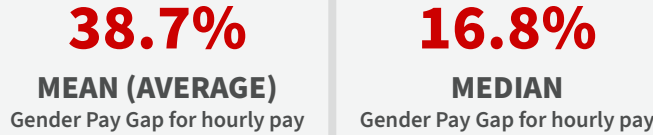
Analysis of the data shows that the difference in earnings between men and women in our UK workforce is **38.7% (mean) and 16.8% (median)**. Compared to last year, these figures show an improvement of 10.3% for mean pay, while the median pay gap has risen by 3.4%.

Analysis of bonus data show that our bonus pay gap is **52.4% (mean) and -1.2% (median)**, reflecting the variability of our commission-based roles.

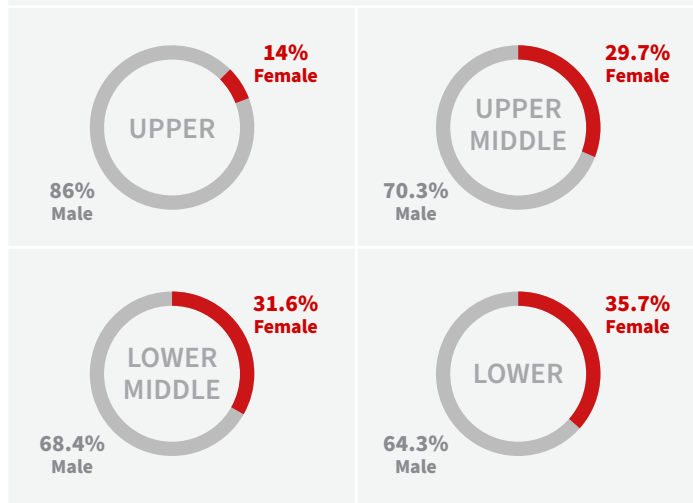
In April 2023, our UK workforce consisted of **1,628 coworkers, 72.2% men and 27.8% women**. Over the past seven years, our UK coworker population has grown by more than 60%, and the representation of women as a percentage of the total workforce has increased consistently since 2017.

Hourly Pay Gap

The hourly pay gap reviews base salary as an hourly figure.



Pay Quartile by Gender



Mean is based on the average of all salary data. It can be skewed by outliers.

Median is based on the value at the midpoint of the salary data.

Calculations are based on data from 05 April 2023.

Bonus Pay Gap

Our bonus pay gap is primarily reflective of the demographics of our workforce in commission-based roles. Sales commissions are based on individual performance, with an uncapped opportunity to earn. Women held 28.5% of commissioned-based roles in 2023, a 3.6% increase from 2022.



Percentage of men and women receiving bonus pay



Note: Bonus pay is based on all variable pay including commission. The percentage of men and women receiving bonus pay during the period of the report is impacted by two Cost of Living (COL) payments offered during the reporting period.



BUILDING ON PAST INITIATIVES

Our first Gender Pay Gap report was published in 2018 as part of the UK government's focus on improving gender parity. This annual report serves as an important milestone in our ongoing commitment to Diversity, Equity, and Inclusion (DE&I) in our organisation.

Creating a diverse and inclusive work environment requires both responsive, short-term actions, and long-term practices and policies. During the most recent reporting period, we took active measures to support coworkers through the 'cost of living' crisis – particularly those in our lowest pay bands. This involved support through our annual pay cycle and two payments to those who were particularly impacted by challenging economic conditions. We continue to work to offer flexible and supportive working practices in our business. We offer parental support packages, including maternity, paternity, and adoption benefits, and provide flexible return-to-work policies.

We have constructed a hybrid working model through a diversity lens, encouraging inclusive collaboration and accessibility. While we place real value on office presence for collaboration and communication – and for its impact on inclusion and mental health – we know that our ability to offer female coworkers flexibility on where they work drives engagement and retention. We remain committed to approaches that drive work/life balance. In fact, our latest employee survey shows 85% of coworkers agree or strongly agree that they have the flexibility to manage work and personal responsibilities, which serves as a testament to the importance of prioritising people-centric initiatives.



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Recruiting, retaining, and developing women at junior levels are foundational steps in building a pipeline of leaders for the future.



We want to attract and retain diverse top talent at all levels of the organisation. To do this, we have placed an emphasis on ensuring development and sponsorship for women throughout their career journeys and introduced refreshed unconscious bias training. Recruiting, retaining, and developing women at junior levels are foundational steps in building a pipeline of leaders for the future.

Our **Sales Academy programme** offers a pathway to a Sales career at CDW and within the technology industry, and we're pleased that **we've retained 90% of the women enrolled in our most recent programme – a 40% increase year over year.** Having females in sales and leadership positions is crucial to inspiring and empowering more women to pursue these roles. Recognising and promoting high-performing women within a business not only fosters a more diverse and inclusive workplace but also signals to current and prospective female coworkers that their contributions are valued, ultimately strengthening the organisation by leveraging the full spectrum of talent.



INVESTING IN DE&I LEADERSHIP

To demonstrate our investment and provide further structure to our DE&I initiative, we have appointed a dedicated DE&I Manager to oversee our DE&I strategy. This includes analysing the impact our Business Resource Groups and our business are having in accelerating DE&I progress.

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Our talent is our greatest asset. In my role, I am dedicated to forging a path towards equity across the organisation, including gender equity. Through shared commitment we are on a journey of defining, implementing, and championing initiatives that will cultivate an inclusive workplace culture where every coworker's talent is recognised, valued and rewarded.”

VERONICA FRINCU, DE&I MANAGER



MAINTAINING PROGRESS AND BUILDING FOR THE FUTURE

Since our 2022 report, we've announced new programmes and enhancements to many existing programmes that are designed to nurture female talent and support our efforts to improve pay equity. These include:

Total Rewards Programme and Global Career Framework

In early 2023, we introduced a comprehensive **"Total Rewards" programme**, hinged on our global job architecture, i.e. the Global Career Framework, which supports cross-functional and cross-business unit moves, allowing coworkers improved understanding and access to growth and development opportunities. **The Framework encompasses all compensation and benefits, from salary and bonuses to hybrid work arrangements and recognition programmes.** Focused on attracting, growing, supporting, and retaining all talent, this initiative involves a phased approach, starting with internal and external benchmarking to ensure more equitable and competitive compensation.

Emerging Leaders and Leading Success Programmes

Launched in 2018, **CDW's Global Emerging Leaders Programme** is a 12-month long programme designed to build a talented pool of diverse future leaders that will enable our organisation to thrive. **In 2023, an equal number of men and women in the UK took part in the programme.**

CDW's Leading Success Programme is a six-month leadership development programme aimed at team leaders, aspiring or new leaders where participants learn the qualities and skills of leadership. **Launched in 2022, the programme has doubled the number of women coworkers participating.** We will continue to invest in this, and other programmes designed to build leadership capability, to better position our female talent to advance their careers and transition into leadership roles.

Relaunching CDW's Women's International Network

Our diverse workplace communities are represented through our six Business Resource Groups (BRGs), including our UK Women's International Network (WIN), which was first established in 2020. **WIN was relaunched in 2023 with a stronger sense of purpose**, committing to a strategy focused on three key areas:

- (1) fostering an inclusive culture to retain female talent;
- (2) enhancing inclusion in our recruitment strategy; and
- (3) building a Women in Leadership development programme.

Membership across the UK WIN network increased by 58% from 115 to 200 coworkers in 2023.

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We understand that promoting gender parity is a long-term goal, essential for the innovation, creativity, success, and growth of the business. We have made progress over the past year, and we will continue to challenge ourselves and our industry to achieve gender parity and equity for all.”



**J.D. HUPP,
MANAGING DIRECTOR**



I confirm that the statistics in this report are accurate and have been calculated in accordance with relevant legislation.

J.D. Hupp

J.D. Hupp | Managing Director, CDW UK and VP International