

CDW UK GENDER PAY GAP REPORT 2020

Committed to opportunity for our coworkers



Our Values and Beliefs

CDW UK values diversity and supports job opportunities for everyone irrespective of gender, race, ethnic origin, disability, sexual orientation, religion or belief, marital status, age, or any other protected characteristic across all areas of our business. We are committed to achieving a more balanced gender representation, and seek to create a diverse and inclusive environment that embraces individual difference and deem it an important business imperative.

Over the past year, our response to the Covid-19 pandemic was – and continues to be – firmly in line with these values and beliefs. With 90% of coworkers moving to working from home overnight and many having to take on extra pandemic-related responsibilities outside of work alongside their CDW duties, the business prioritised their health and wellbeing during a period of great uncertainty. Recognising the extraordinary pressures on our coworkers, the business offered an enhanced health and wellbeing programme.

The work of CDW's wellbeing champions, the empathy of our managers, and the range of team activities and training offered by the business ensured that all coworkers were able to continue to network, collaborate and develop their careers, even when balancing other responsibilities and navigating a new work environment.

Additionally, CDW UK did not have to make reductions to headcount as a result of the pandemic nor make use of the government's furlough schemes.

Required Reporting

The gender pay gap measures the difference between men's and women's average earnings and expresses the women's pay as a percentage of the men's pay. Our 2020 gender pay gap analysis shows that the difference in earnings between men and women in our UK workforce is 45% (mean) and 20% (median). The mean and median gaps have both increased from 2019.

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. CDW UK's gender pay gap largely reflects the proportion of men and women within our organisation, the roles they occupy, and the salaries these roles attract. We periodically conduct pay equity reviews across our organisation and make any needed adjustments as appropriate.

Breaking Down Our Data

CDW's UK workforce was, at the time of the analysis, made up of 1,335 coworkers: 73.9% men and 26.1% women. Over the period covered in this report, 35% of our new hires were female – a record annual figure for CDW UK. New hire, entry level coworkers generally enter the CDW organisation at lower pay levels than incumbent coworkers with more experience, which has widened the pay gap in the short-term. With our continued focus on coworker development, we expect these numbers to improve in the longer term.

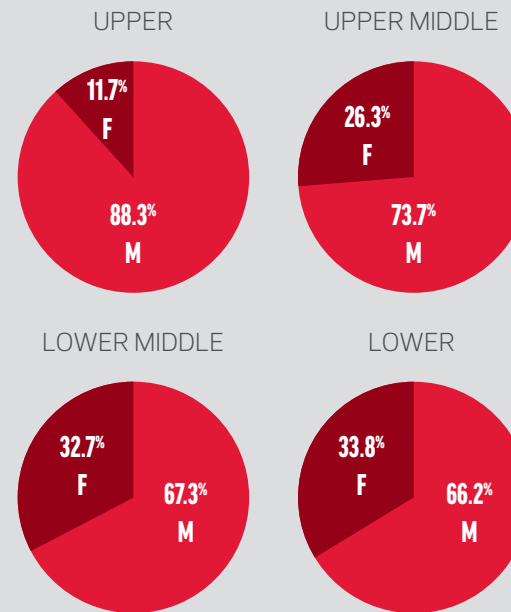
IN 2020, 35% OF NEW HIRES WERE FEMALE – A RECORD FOR CDW UK

Hourly Pay Gap

The hourly pay gap, as defined by the regulations, reviews base salary as an hourly figure in addition to bonus, commission or other payments.

MEAN 45.0%
(AVERAGE) **MEDIAN 20.0%**
(MIDPOINT)

Pay Quartiles by Gender



Bonus Pay Gap

CDW's bonus pay gap, as defined by the regulations, is reflective of the demographics of our workforce.

PAY GAP

MEAN 51.1%
(AVERAGE) **MEDIAN 34.6%**
(MIDPOINT)

RECEIVERSHIP

MALE 61.0% **FEMALE 59.2%**

CDW's workforce is separated into divisions, and the gender ratios are as follows:

**SALES,
SERVICES &
OPERATIONS**



**NON-SALES
ROLES**



**This is based on a snapshot of 5 April, 2020, as required by the regulations.*





"Women in Tech has brought together a network of women and allies within the business, providing a space to share and be a part of the community. WIN allows all women within the business to have a voice, allowing individuals to learn from each other and their experiences. I have found this particularly beneficial coming into the business at a young age with little corporate experience. I believe WIN has brought a positive change within the business, especially by partnering with Stemettes and showing young women how they can make their way into and thrive in the tech industry."

Lucy Ager

Internal Project Administrator

Our Actions

Since our last report, the Covid-19 pandemic and global social justice movements have turned the world of work on its head and provided impetus to the entire diversity and inclusion (D&I) agenda. We are committed to achieving a more balanced gender representation within our workforce, and continue to foster D&I in all its forms and have introduced new policies and community groups to support all coworkers during this difficult time.

- Strengthened and promoted the Women's International Network (WIN) – an inclusive platform for all coworkers that seeks to establish a community and culture to support women in their professional and personal progression
- Established numerous Business Resource Groups (BRGs) designed to foster a diverse and inclusive workplace for all employees, including:
 - Black Coworker Network (BCN) – aimed to help coworkers recognise and challenge conscious and unconscious bias, and build an awareness of how to enrich and promote racial equality and diversity in our workplace and community
 - Pride+ – supports and educates coworkers on the issues faced by the LGBTQI+ community and ensures people feel safe and are proud to work for a diverse and inclusive organisation
 - Disability Support Network – encourages positive inclusion and increases awareness across the business of both visible and hidden disabilities
 - Armed Forces Network – enhances positive inclusion for veterans and families of veterans within our community
 - United Support Network – creates a forum for coworkers who are EU Nationals to specifically focus on the impact of BREXIT
- CDW UK also launched a transgender equality policy in 2020, which sets out the steps we take as an organisation to welcome and support our transgender coworkers
- Introduced a Parents' Support Network platform – A secure environment for coworkers to share ideas and experiences, receive expert guidance and access community activities for coworkers and kids
- Promoted flexible hours and provided training, well-being sessions, community activities and individual check-ins to help coworkers appreciate and manage the pressure of working during a pandemic

These BRGs, community groups and company policies are helping to foster diversity in our workforce and create an inclusive environment where we can best encourage all our coworkers' career progression.

CDW UK has also seen significant participation by women in internal programmes developed to promote career progression. More than 50% of participants in our Coworker Development Programme were female, while more than one-third of participants in the Leaders and Managers Development Programme were female. Both programmes are designed to help participants at different stages of their careers grow their skills and invest in their own career development with guidance, support and input from coworkers, senior managers and independent trainers.

"Although the data for this latest report is drawn from May 2019 to April 2020, CDW's continued efforts to support opportunities for coworkers, irrespective of gender or any other protected characteristic, must be seen in the light of our ongoing response to the Covid-19 pandemic. We made no permanent reductions to headcount, did not make use of the government's furlough schemes and boosted our investment in health and wellbeing programmes to support coworkers during this difficult time."

Julie Marsh
Head of UK Coworker Services

"I'm proud to have recently taken up the leadership of an organisation that is committed to achieving a more balanced gender representation among our coworkers. CDW UK takes this issue incredibly seriously and making progress in this area is a priority for my leadership."

J. D. Hupp
Managing Director CDW UK & VP International

"As the pandemic progressed, the resilience, care and courage of our coworkers stood out most of all. I'm proud to say that CDW put our people first throughout 2020 and will continue to place an emphasis on treating everyone with sensitivity and empathy as we move into the future. Making strides in diversity at all levels is a huge part of our commitment to our employees, our industry and the wider society."

Grace Mee
VP Operations and Business Transformation UK & International

Looking Forward

For 2021, we will build on our ongoing action and commitment to D&I by taking the following steps:

- Issue a coworker diversity survey, which will create a data set to help drive CDW UK's inclusion strategy, mission, and position as an employer of choice
- Launch a reverse mentoring programme, connecting BRG representatives with the UK senior leadership team. This will help to foster knowledge, empathy and understanding of both sides of lived experiences, as well as the career progression support that a mentor can provide
- Continue the BRG and leadership roundtable programme. Leadership roundtables provide an opportunity for discussion and engagement on all aspects of D&I, with an agenda designed to drive accountability from the top
- Actively promote a diverse and inclusive community through internal and external marketing and communication campaigns designed to celebrate our coworkers and attract new talent



I confirm that the gender pay gap data contained in this report is accurate and has been completed in accordance with The Equity Act 2010 (Gender Pay Gap Information) Regulations 2017.

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

