



# CDW UK GENDER PAY GAP REPORT 2018

Committed to opportunity for our coworkers



# UK GENDER PAY GAP REPORT 2018

## Our Values and Beliefs

We value diversity and believe *in job opportunities for everyone irrespective of gender* across all areas of our business. We seek to create a diverse and inclusive environment that embraces individual difference and deem it an increasingly important business imperative.

## 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 2018 gender pay gap analysis shows that the difference in earnings between men and women in our UK workforce is 34.2% (mean) and 11.1% (median). The mean and median improved from 2017, primarily driven by changes to the CDW UK population and commissions earned.

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.

## Breaking Down Our Data

Our gender pay gap in the UK is due to the current make-up of our workforce. CDW's UK workforce was, at the time of analysis, 1,110 coworkers. Overall, CDW UK is 75% male and 25% female. Our Sales, Services and Operations team is 1,028 coworkers and is 77% male and 23% female. Our non-sales roles total 82 coworkers and are 48% male and 52% female.

In 2018, female representation increased across CDW UK's top pay quartiles, increasing the most in its second highest paid quartile from 2017. Overall, more women in CDW UK are now in the upper and upper middle earnings quartiles. However, because more males occupy sales roles with unlimited earning capacity through uncapped commissions and other incentives tied to performance, this affects CDW UK's overall results.

The 2018 mean bonus pay gap, as defined by the regulations, is 53.8% and reflective of our workforce demographics. In 2018, the median bonus pay gap is -56%, meaning females earned 56% more in bonuses than males due in part to a one-time special cash bonus related to U.S. tax form. However, even excluding the effect of the one-time bonus, there was a year-over-year increase in bonuses paid to females in 2018.



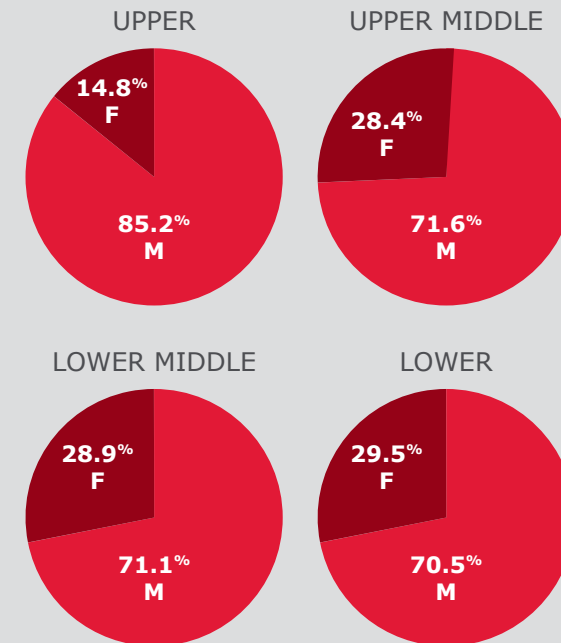
## HOURLY PAY GAP

The hourly pay gap, as defined by the regulations, reviews base salary as an hourly figure in addition to bonus, commission or other payments. CDW UK's year-over-year improvements were driven by an increase in the female representation in our higher pay quartiles.

**MEAN 34.2%**  
(AVERAGE)

**MEDIAN 11.1%**  
(MIDPOINT)

## PAY QUANTILES 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 53.8%** (AVERAGE) **MEDIAN -56%** (MIDPOINT)

**RECEIVERSHIP**  
**MALE 91.6%** **FEMALE 89.8%**

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



\*This is based on a snapshot of April 5, 2018, as required by the regulations.



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## Taking Steps Forward

We continue to create opportunities and to build upon our ongoing efforts to address the gender pay gap across our workforce.

We have new and ongoing initiatives focused on training, development and the review of our workplace policies. Some of our initiatives include:

- Launching a merit program, which introduces the opportunity for all roles that do not earn commissions to tie their pay to performance.
- Introducing the Women's International Network (WIN), a business resource group with the mission of growing, developing and empowering the women of CDW by providing resources, connections and opportunities to network with others around common interests and career experiences, while driving CDW's business objectives.
- Continuing to encourage coworkers to take advantage of existing policies promoting work/life balance, and parental, adoptive and shared maternity/adoptive leave policies to ease the transition for coworkers returning to work after a leave.
- Enhancing programs and processes to further enable career development. We have increased participation in our talent review processes and continue to offer career training on personal skills, branding, communication and general management.
- Expanding the use of the UK Apprenticeship Levy in ways that support female representation as well as opening enrollment opportunities on a regular basis to give current coworkers the option to apply for access to the program.

With a variety of roles and different ways to succeed at CDW UK, it is up to us to make sure every coworker feels they have a path to a successful career with CDW UK. Though the makeup of our workforce influences the pay gap, we remain committed to achieving more balanced gender representation among our coworkers.

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

*Dan Laws*

**Dan Laws**

*Managing Director CDW UK & VP International*