



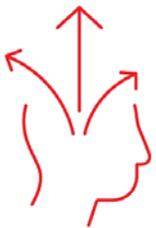
Gender Pay Gap

Report 2017

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Logicalis UK believes that our people are the source of our competitive advantage. This belief is so important to us we made it a part of our strategy. We have a clear focus on attracting and retaining the best people and skills and a strict policy against discrimination. We believe that career opportunity, recognition and reward should be determined by a person's capabilities and achievement, not their age, gender, sexual orientation, race, religion or nationality.



We value the contribution each individual makes, and we know that it is our blend of diverse talent that makes us a great business.

UK Legislation requires that all companies with over 250 employees publish the difference between the average hourly earnings of the women and men within their organisation in the form of an annual snapshot, updated on the same day each year.

So what is the difference between the gender pay gap and unequal pay?

Unequal pay means paying men and women differently for doing comparable work, which is illegal in the UK. The Gender Pay Gap is a measure of the difference between men's and women's average earnings across an organisation expressed as a percentage of men's earnings.

Our gender pay

gap numbers:

Mean

24.8%

Median

36.5%

The proportion of men and women in each quartile:

Quartile	Men	Women
Q1	59.8%	40.2%
Q2	77.5%	22.5%
Q3	83.3%	16.7%
Q4	89.2%	10.8%

Bonus gender pay gap:

Mean: -20.1% Median: -130.3%

Proportion of men and women receiving bonuses:

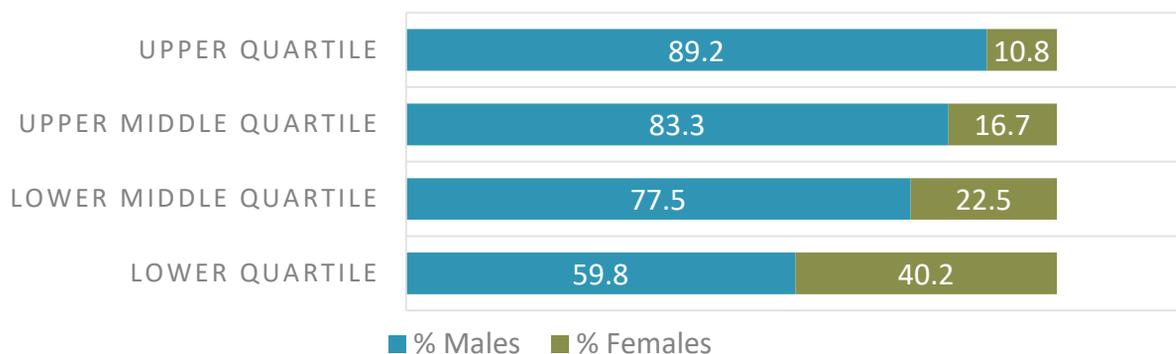
Men: 37.7% Women: 29.3%

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At Logicalis we regularly review our salary data to eliminate any instances of unequal pay in our business. The new gender pay gap legislation has highlighted the need for us to address an industry-wide challenge of getting more women working in Tech.

The dynamics of our workforce and our industry are such that, while overall 24% of our employees are women, many of them are in roles which fall into the lower quartile range. In both technical and sales job roles, we see the industry statistics reflected in our own business.



Last year, research undertaken by [WISE](#) found that women make up only 23% of the core STEM workforce within the UK and a mere 15% of management roles within these areas. At Logicalis, 46% of managers and 25% of our Senior Management Team are women, which we hope to increase in future.

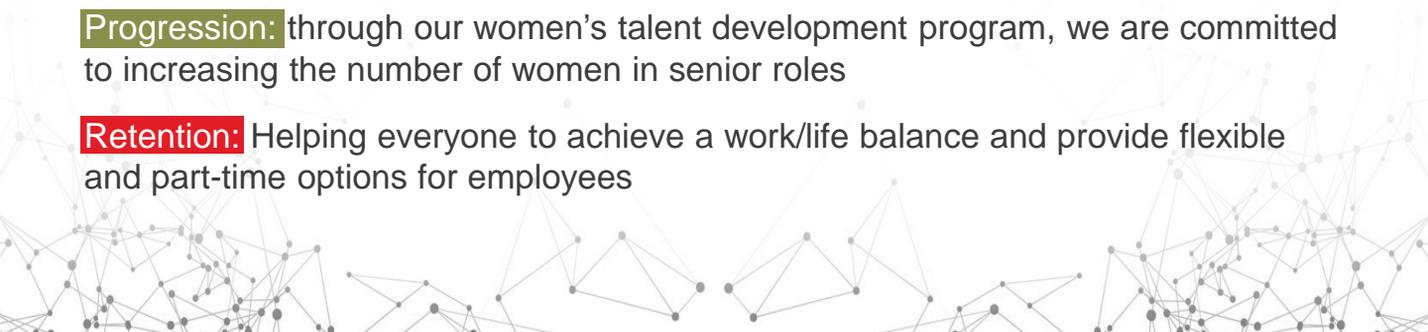
Our own [research](#) carried out in the past has found that females are not being given enough encouragement to enter the technology industry in the first place, with only 6% of the 13-17-year-old girls that we surveyed naming IT as their first choice of career. To tackle this, we have partnered with STEM education charities to encourage more girls to consider studying tech-related fields under the umbrella of our CSR programme, and have also introduced a Trainee, Apprenticeship and Graduate programme which provides skills training and real-world experience to those starting out in IT.

Further commitments to close the gender gap at Logicalis include:

Recruitment: wherever possible we provide a diverse selection of candidates for hiring managers to consider for vacancies

Progression: through our women's talent development program, we are committed to increasing the number of women in senior roles

Retention: Helping everyone to achieve a work/life balance and provide flexible and part-time options for employees



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I confirm that the Logicalis UK Ltd Gender Pay Gap calculations featured in this report are accurate.

Natalie Matthews

Natalie Matthews
Chief Operating Officer
Logicalis UK Ltd

