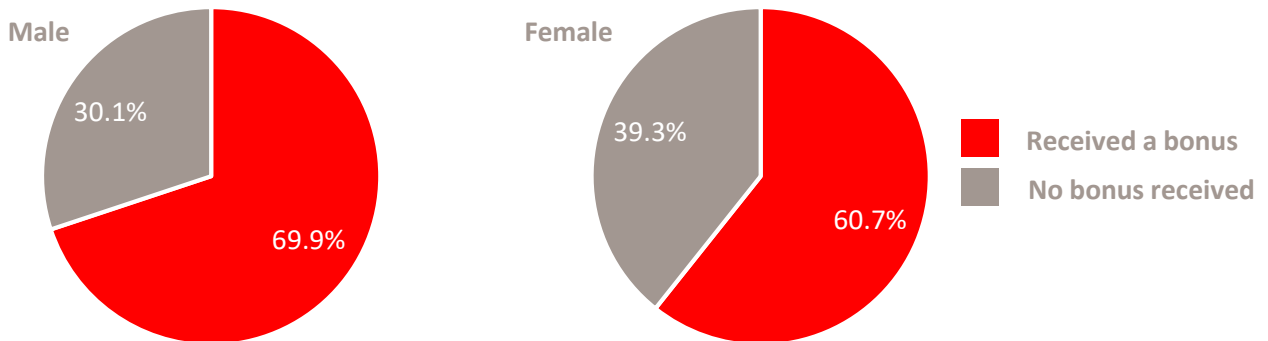


Logicalis UK believes that our people are the source of our competitive advantage. This belief is so important to us we made it a part of our strategy. We have a clear focus on attracting and retaining the best people and skills and we apply our equality and diversity policy in everything we do. We believe 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

## Gender pay and bonus gap

Difference between men and women	Mean	Median
<b>Gender pay gap</b>	32.5%	46.7%
<b>Gender bonus gap</b>	27%	46.3%

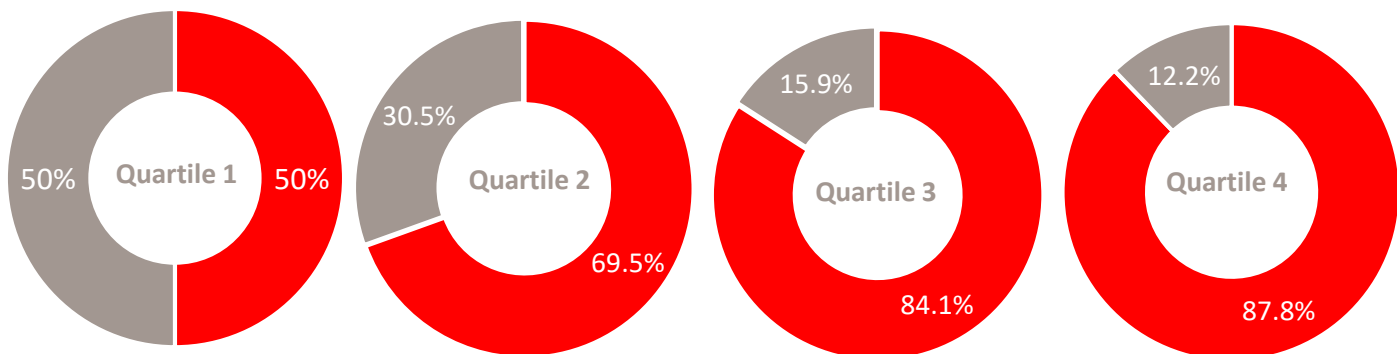
## Proportion of employees receiving a bonus in 2018



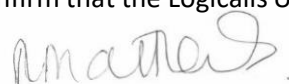
## Pay quartiles

Proportion of males and females in each pay quartile

Male Female



I confirm that the Logicalis UK Ltd gender pay gap calculations featured in this report are accurate.

  
 Natalie Matthews  
 COO, Logicalis UK Ltd