



## Foreword

"At Insight, we pride ourselves on our culture of diversity, inclusion and belonging underpinned by our core values of hunger, heart and harmony.

The values we share, the standards we set, and the support we provide to our clients, partners and one another is evident in everything that we do.

Thanks to our award-winning culture at Insight, our teammates feel empowered to be the very best they can be. We invite different perspectives, celebrating each other's unique contributions as we build meaningful connections that deliver positive change and innovative solutions for our clients. We encourage our teammates to bring creativity and innovation to the fore, allowing us all to be part of a world class organisation and become our client's Technology Solutions Provider of choice.

In order to enhance our culture of diversity and to further drive a reduction in our gender pay gap, we continue to focus and develop our key initiatives around Best Practice, Talent Acquisition and Learning and Development. We are making progress through initiatives including the Tech Talent Charter (to address inequality in the UK Technology Industry) the 'Women in Tech' Resource Group, and through our STEM activities with a number of local schools and colleges. We continue to promote an agile and flexible working culture and have also established a diversity, inclusivity and belonging taskforce, led by a diversity and inclusion specialist.

As a global, Fortune 500 company we remain resolute in our commitment to recruiting, developing, rewarding and retaining an inclusive and diverse workforce, where every person feels valued and included."



Darren Hedley  
Managing Director, Insight UK

### What is Gender Pay Reporting?

Under new Government legislation, all employers in the UK with 250+ employees must now report statutory calculations showing the size of their gender pay gap.

The gender pay gap provides an outline of the pay differences between males and females in an organisation by measuring average earnings of all employees, irrespective of role or seniority.

Visit the [UK Government site](#) to learn more.

### How Does Gender Pay Differ From Equal Pay?

Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are not the same and should be treated separately.

The **gender pay gap** is a measure of the difference between men's and women's average earnings across an organisation.

**Equal pay** refers to men and women in the same employment being paid equally for equal work.

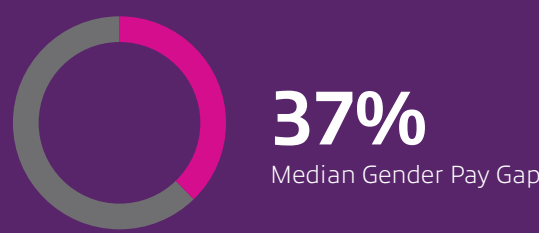
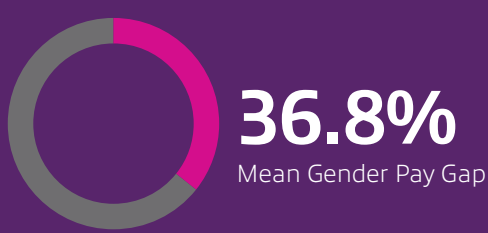
## Gender Pay Gap Report\*

### What is Insight UK's Gender Pay Gap?

#### Mean and Median Gender Pay Gap Explained

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.



#### Proportion of men and women in each pay quartile:

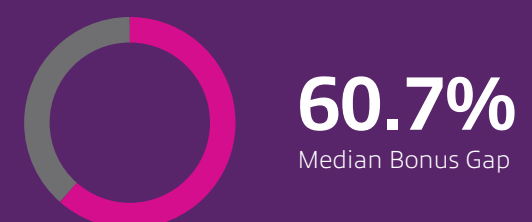
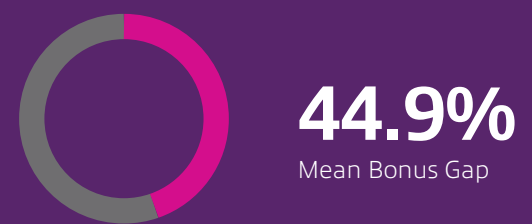
Salary quartiles	% Women	% Men
Upper quartile (high earners)	23%	77%
Upper middle quartile	22%	78%
Lower middle quartile	44%	56%
Lower quartile (low earners)	54%	46%

### What is Insight UK's Gender Bonus Gap?

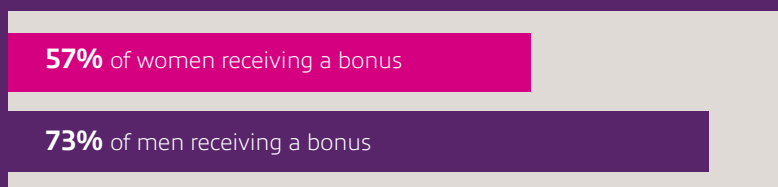
#### Mean and Median Gender Bonus Pay Gap Explained

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.



#### Proportion of males and females receiving a bonus:



\*Figures supplied are correct as of April 2020

## Our Ongoing Commitment

### Best Practice

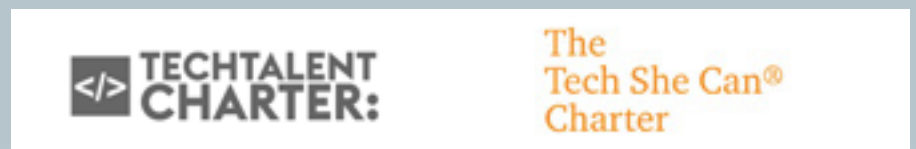
- Continue to ensure employment policies and practices support the development and retention of an inclusive and diverse workforce.
- Increase awareness of our flexible/agile working policy; supporting teammates to combine careers and families.
- Liaise with external providers to benchmark and enhance our family friendly support services and benefits.
- Leaders and people managers are engaged with the agenda and lead by example
- Continue to work with Diversity, Inclusion and Belonging taskforce and resource groups to ensure they have a voice and influence any routes to enhancement.

### Talent Acquisition

- Ensure all recruitment related collateral content is gender neutral in nature to attract women to apply for any vacancies.
- Reduce unconscious bias during the recruitment process; providing a diverse set of interviewers where possible.
- Work in partnership with schools, universities and other defined organisations to build the next generation workforce supporting our global CSR programme.
- Two year graduate programme launched in 2019, InsightEDGE, to build and develop the workforce of the future through a diverse set of graduates.

### Learning and Development

- Further develop and enhance leadership programmes to encourage progression of talent.
- Continue to develop an objective and transparent career structure.
- Introduce a structured mentoring, shadowing and coaching programme to encourage and promote diversity across all areas of the business.



### Insight; a signatory of the Tech Talent Charter & Tech She Can Charter

The Tech Talent Charter & Tech She Can Charter brings together industries and organisations to drive diversity and address gender imbalance within technology roles.

As a signatory, we are committed to increasing the diversity of the technology workforce, and pursuing an inclusive agenda when recruiting and retaining tech talent in the UK.

We are working collectively with other signatories of both charters to develop, share and implement protocols and best practice.

#### Declaration

I confirm that calculations contained in this report have been made in accordance with and are accurate to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 as taken on the snapshot date of 5th April 2020.

Darren Hedley  
Managing Director, Insight UK