

Ingram Micro Services Ltd

Gender Pay Gap Report

As at April 2020

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FOREWARD

Ingram Micro Services Limited are a market-leading provider of supply chain services providing customers with exceptional solutions that deliver value, innovation, and a high level of customer satisfaction, supporting ever-changing, technically complex devices including mobile phones, smart phones, computers, touch screen tablet devices, triple play set top boxes, home gateways, games consoles, e-readers, TVs and printers.

Ingram Micro is committed to a policy of equal opportunity with regards to its employment practices and procedures and values the individual contribution of men and women with differing backgrounds, skills and abilities.

Our gender pay gap report suggests that there are areas in which we can do more to support gender equality. We have a mean gender pay gap of 12.3% and a median of 4.1% which, although lower than the national average, we still need more attention until it reaches 0%.

When we break this down by quartile, we see there is a discrepancy in our upper quartile band within the senior management team. Again, this is something that the company will seek to address as and when the opportunity arises.

Kevin Coleman
Director – Commerce & Lifecycle Services

GENDER PAY GAP vs EQUAL PAY

When understanding a gender pay gap it is important to be familiar with how this differs from equal pay. The Equality & Human Rights Commission outlines the differences as follows:

“Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

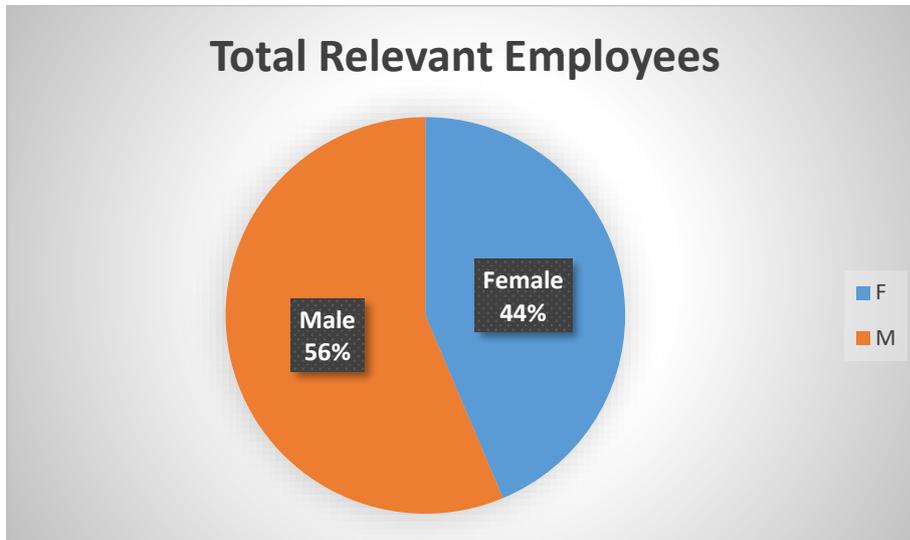
1. Equal pay means that men and women in the same employment performing equal work must receive equal pay as set out in the Equality Act 2010.
2. The gender pay gap is a measure of the difference between men’s and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings.”¹

Equal pay is unlawful and a gender pay gap is not. This is due to the causes of a gender pay gap not falling within the direct control of an employer. Ingram Micro Services Limited is an equal pay employer and we ensure that we do not engage in practices that breach equal pay legislation.

¹ <https://www.equalityhumanrights.com/en/advice-and-guidance/what-difference-between-gender-pay-gap-and-equal-pay>

SUMMARY

At Ingram Micro Services Limited the gender of our workforce is 56% male and 44% female.



Our overall gender pay gap, by mean average is 12.3%. This highlights the difference between the average pay of males and females in our total workforce. Our gender pay gap by median though drops to 4.1%.

	Median Hourly Pay	Mean Hourly Pay
Female	£8.80	£10.26
Male	£9.16	£11.52
Pay Gap	4.1%	12.3%

Bonus Gender Pay Gap

The proportion of employees receiving bonuses is relatively low at 16.5%. When looking at the split between male and female, 19% of male employees received bonuses compared with 13% of female employees.

	Male	Female
Total Relevant Employees	284	220
Total Receiving Bonus	55	28
% Receiving Bonus	19%	13%

When looking at the bonuses paid in the 12 months to April 2020, we have an average pay gap of 72.02%. However, by median this drops to 48.22%. This can be explained by differing bonus structures at different levels in the business.

UNDERSTANDING OUR GAP

To understand what drives this gap and what can be done about it, it is important to analyse by pay quartiles as set out by the Government Equalities Office (GEO). This allows us to understand whether women are often overrepresented in lower earning roles and men within higher earning roles. This is calculated by taking all male and female full-pay relevant employees across the whole organisation and dividing them equally into four pay bands.

	Males	Females
Lower	40%	60%
Lower Middle	49%	51%
Upper Middle	65%	35%
Upper	71%	29%

In the lower two quartiles, the proportions of males to females within the workforce are now closer to being an equal split than they have been in previous years. However, our upper quartiles still have a much higher proportion of male employees and is what is driving our overall gender pay gap, although again the percentage of females in these upper quartiles has increased since our last report.

TAKING ACTION

At Ingram Micro Services Limited we are all too aware of gender disparity in the UK and we are committed to helping to address it.

1. Further analysis, transparency and reporting

- We are currently report on our gender pay gap annually as per the guidelines and we will continue to do so.
- Whilst we do not have time before our next report to address the pay gap in the upper quartile, we will look to investigate what can be done before our 2023 report.
- We will work with the Government Equalities Office to continue to seek advice and feedback to ensure legislative compliance.
- The median average is better indicator of typical pay and we are likely to give this prominence in future analysis.²

2. Upper Quartile

We recognise that a reason for our average gender pay gap is the high proportion of male employees in the upper quartile compared with female employees.

At Ingram Micro, we are passionate about developing our employees and would encourage all employees aspire to progress their careers at Ingram Micro. We encourage flexibility with regard to work-life balance and allow roles to be carried out on a part time basis where appropriate in order to encourage a more diverse range of applications for roles at these higher levels.

3. Initiatives Supporting Equality, Diversity & Inclusion.

At Ingram Micro, we have existing measures that are of benefit to a reduction in the gender pay gap. We will review and build upon these and look to understand how we can use these further to reduce our pay gap. Our current provisions include:

- Flexible Working Agreements – at Ingram Micro we encourage applications from all employees who want to change their working patterns and look to accommodate requests wherever possible.
- Childcare Vouchers – these are a tax-efficient way to pay for childcare, helping to reduce childcare costs. We offer a childcare voucher scheme for our staff.
- Learning & Development – we offer a wide range of courses, mainly through online training.
- Trade Union – we work closely with our recognised trade union, Unite, and support the process of collective bargaining.
- Equal Opportunities Policy – this policy covers all employees and outlines our approach to our employment practices and procedures. We also have a Dignity at Work Policy covering topics such as discrimination, bullying and harassment and the responsibilities of employees and managers.

² <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings>