



# Gender Pay Gap Report 2022



# Foreword

## from David Watts Managing Director UKI

Over the past 12 months, we have successfully delivered a full re-brand following our integration to TD SYNnex and we have undertaken an important step in our Future of Work strategy. This strategy is driven by our environmental and sustainability priorities and our commitment to make our working environment as collaborative and sustainable as possible.

Being ethically, socially and sustainability conscious is important to us and informs everything we do. Our responsibility around diversity, equity and inclusion remains steadfast - everyone has a role to play when creating an environment that is diverse, equitable and inclusive.

Our results have predominantly remained unchanged within this report and, whilst it's disappointing not to see a tangible difference in the results for 2022, we are taking proactive steps to make changes and are committed to delivering existing and new initiatives to improve our ability to attract, engage and develop women, and to achieve a greater balance at all levels of our business. To this end, I am pleased our representation of women on the Board has increased over the past three years, from one to four women at the time of writing this report.

I am extremely proud to work for an organisation that puts its people first. Whether this is supporting our people management population with mental ill health training, sponsoring and supporting new Business Resource Groups, to promoting a culture that is both diverse and inclusive, or being recognised as a Disability Confident employer, allowing us to take action to improve how we recruit, retain and develop people with disabilities – all of which makes TD SYNnex a great place to work.

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We confirm our gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

### David Watts

SVP Regional Managing Director  
TD SYNnex UK Limited



# Our 2021/2022 Results

The Gender Pay Gap is designed to show how pay levels differ between men and women in the workplace. It focuses on the difference between the hourly pay of women versus men, calculated as an average across the workforce. The calculations are based on pay data at the 'snapshot date' of 5th April 2022, and bonuses paid over the previous 12 months, in line with gender pay gap regulations.

The mean is the average, or the total of all hourly rates, divided by the number of employees. The median is the middle value, or the midpoint of hourly rates.

The data includes all roles within both our office and logistics functions. The total number of employees reported in logistics is 149, with the remaining 1,208 being allocated to our office functions.

## Gender Pay Gap

Our gender pay gap continues to move in the right direction. For 2022, the mean gender pay gap for TD SYNEX UK Limited narrowed to 21.2% (a reduction of 8.1% since 2018).

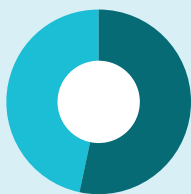
Our gender pay gap is strongly influenced by the fact that a disproportionate number within the top quartile population are men. Their higher salaries relative to the number of women at all other levels in the organisation increase the male average overall.

## Bonus Pay Gap

There is a variance in the percentage of women to men receiving a bonus (62.7% versus 73.5% respectively). This can be attributed in part to a lower number of women in the Upper Quartile and due to the bonus gap requirements being reported regardless of whether they are earned by a part-time or full-time employee. 97% of our part-time workforce are female.

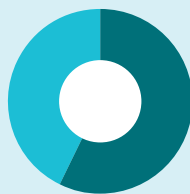
### What proportion of UK employees do we have in each of our pay quartiles?

LOWER QUARTILE



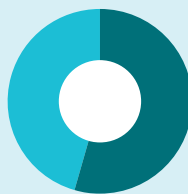
Men 53.4%  
Women 46.6%

LOWER MIDDLE QUARTILE



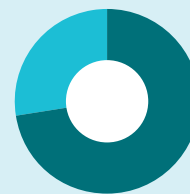
Men 57.4%  
Women 42.6%

UPPER MIDDLE QUARTILE



Men 54.7%  
Women 45.3%

TOP QUARTILE



Men 72.6%  
Women 27.4%

BONUS PAY



Men 73.5%  
Women 62.7%

### What proportion of UK employees received bonus pay in 2022?

The chart contains data regarding those eligible to a bonus and/or sales commission. Eligibility and payment will depend on timing of hire, eligible earnings, performance and sales attainment (for sales commissions).





Together, we are building a culture where you can be who you are, explore your potential and know that you belong.

## Diversity, Equity & Inclusion

Our goals for Diversity, Equity and Inclusion (DEI) are aligned with the expectations that co-workers have shared with us.

We are committed to:

- improving gender balance
- cultivating an inclusive culture
- enhancing employment practices for people with disabilities

Our commitment to inclusion is non-negotiable – it's one of our values. It creates an environment that respects and embraces the differences of our co-workers and allows them to be comfortable in bringing their authentic self to work.

Within our 2022 employee engagement survey, our leaders were rated highly for demonstrating a visible commitment to diversity. Appreciating differences, providing equal opportunities for everyone to succeed and a workplace where co-workers feel free to speak their mind without fear of negative consequences also scored highly.

We continue to grow our Business Resource Groups (BRGs) in the United Kingdom & Ireland.



**ELEVATE**  
TD SYNnex Diversity, Equity and Inclusion  
Women's Resource Group



**SPECTRUM**  
TD SYNnex Diversity, Equity and Inclusion  
LGBTQ+ Resource Group



**EMBRACE**  
TD SYNnex Diversity, Equity and Inclusion  
Multicultural Resource Group



Alongside **'Elevate'** which is dedicated to attracting, retaining and advancing women, and **'Spectrum'**, dedicated to promoting the personal and professional growth and retention of LGBTQ+ co-workers, we have launched **'Embrace'** which focuses on celebrating cultural, ethnic and religious differences and fostering a welcoming and equitable workplace.

We now have 10 local Elevate BRGs in Europe, supporting our goal of increasing representation of women in the organisation and leading gender-inclusive efforts such as drop-in education sessions and female leader spotlights.



## Wellbeing

As a company, we are committed to the wellbeing of our co-workers and we recognise that balancing work-life responsibilities can be a challenge for us all.

Our 2022 employee engagement survey highlighted that co-workers enjoyed the flexibility of working from both the office and home and wanted this model to remain post-pandemic. As a result, we have introduced our hybrid working policy offering greater work-life balance and flexibility for all our office-based co-workers. They now work a minimum of 40% of their active working month from the office, including at least one day per week in order to continue our ethos of collaboration and teamwork.

We continuously review our family friendly policies to reinforce the importance of family life and provide enhanced leave for maternity, paternity and adoption, as well as paid time off for dependants leave, IVF treatment, partners to attend antenatal appointments, as well as supporting those who experience pregnancy loss or parental bereavement.

We have continued to invest in our people managers throughout 2022 and this is set to continue. Specifically, we have identified and supported mental ill health in the workplace training for our people manager population.

## Recruitment

As part of our ESG commitments, we will increase representation of women to 50% of the workforce and 40% in leadership roles by 2030. Additionally, by 2025 we will increase representation of other under-represented groups in our workforce.

Commitments like this are important and putting action behind the words is critical. To this end, we have introduced a new Diversity Recruiting Commitment which confirms that:

- all open positions will be posted internally
- if sourcing a candidate externally to fill a management role, 50% of the candidates interviewed by the hiring manager must be women
- for management and above roles, interview teams for the final candidates must include a minimum of two women or ethnically diverse members.

These changes will drive us to be more thoughtful, thorough and intentional in our recruiting efforts. It will also help us to seek out and encourage more diverse internal candidates to apply for open positions. Lastly, it will drive us to source more diverse candidates through our collective networks.



## Pay Transparency

We benchmark all job roles and obtain external market data, reviewed annually, to ensure our compensation is equitable. Our people managers undertake training on 'Making Compensation Decisions' that equip them with additional knowledge and tools necessary to make the best compensation decisions possible. The training also ensures the salaries that our co-workers receive are fair and equal treatment is applied by role, regardless of gender.



## Development

Through our employee engagement feedback, we know that learning and growth can take many forms. We also want to ensure that we build our culture and leadership at TD SYNnex. To this end, we have:

- adapted our mentoring programme to enable all co-workers to be able to access a mentor to enable a culture of growth and development
- introduced a “Helping your Career Flow” toolkit for both co-workers and people managers, including an eLearning and additional resources, such as a development planner and curated development catalogue.

## External Partners



TD SYNnex has joined the Women in Dynamics (WID) community.

WID promotes diversity and inclusion within the international Dynamics community, supporting women to pro actively apply for tech roles, build skills and grow within their organisations.



We remain committed to the UK Tech Talent Charter (TTC), which brings together industries and organisations to drive greater inclusion and diversity in technology roles.

## Looking forward

To continue our journey to create a truly diverse, equitable and inclusive workplace, we will create solutions and initiatives that will improve the working lives of all our co-workers in the following ways:

- Achieve Great Place to Work (GPTW) accreditation to support our commitment to maintaining a culture that celebrates diversity, equality and inclusivity.
- Provide greater diversity, equity and inclusion data and insight to our people managers, to inform and assist in identifying opportunities for improvement, whilst ensuring continuous development at an individual, team and company level.
- Build on our mentoring platform and progress to date by launching a Reverse Mentoring pilot to increase leadership skills and cultural awareness, partnering with our BRGs to cultivate a culture of understanding amongst our leadership community in understanding different and diverse backgrounds.
- Increase our apprenticeship programme opportunities to include Business Administration apprentices, increasing our goal of recruiting a more diverse workforce.
- Launch a new leadership programme for all levels called LEAD (Leading for Empowerment, Accountability and Development), which will enable our Servant Leadership in Action behaviours across the organisation, building a culture that fosters success at all levels and provides an inclusive environment for all.