

Gender Pay Report

2023

Submitted April 2023

(using data from April 2022)

FOREWORD

At Insight we pride ourselves on our culture of Diversity, Inclusion, and Belonging, underpinned by our core values of Hunger, Heart, and Harmony; keeping our people at the heart of all that we do. We work hard to ensure that all teammates are presented with equal opportunities, and feel that their unique contributions are valued.

The principles we share, the standards we set for ourselves, and the support we show to our clients, partners, and one another is evident in both our individual and collective successes.

We leverage our multi-award winning culture to empower our teammates to reach their full potential and achieve their greatest ambitions. We nurture unique perspectives and encourage collaboration, allowing us to form meaningful connections and positive working relationships to deliver innovative solutions that support our clients' on their digital transformation journey.

To build on our culture of Diversity, Inclusion and Belonging, and continue to drive a reduction in our gender pay gap, we communicate regularly on the importance of equality, and we utilise our internal experts - coupled with the feedback of all teammates - to further our efforts. We remain dedicated to the development of activities around Best Practice, Talent Acquisition and Learning and Development, and we make progress through a number of initiatives. A great example of this is our Skills Academy programme, which provides opportunity for people with no previous tech experience to build a successful career within Insight.

'She's Insight' is our teammate resource group dedicated to raising awareness and improving gender equality. This ever-growing, EMEA-wide group are passionate about highlighting the opportunities available within the technology industry - for all on the gender spectrum - through mentor-ship and supportive forum.

We continue to operate as an agile and flexible workforce, with our Diversity, Inclusion, and Belonging agenda staying focussed on supporting the varying needs of our teammates; through benefits such as our EMEA-wide Menopause toolkit, 24/7 mental health support, and improved maternity and paternity leave - inclusive for those adopting.

As a global, Fortune 500 company and THE Leading Solutions Integrator, 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 UK | Insight

WHAT IS GENDER PAY GAP 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.



*CRN Women and Diversity in channel awards 2022, Rising Star Award (reseller/solution provider)
Amie Mulderrig (Head of Brand, Creative and Communications)*

RESULTS | 2022

Mean and Median explained

Mean refers to the average of all the salary data

Median refers to the value lying at the midpoint of the salary data

Percentage of all our male and female teammates

MALE

64%

FEMALE

36%

Gender Pay Gap

MEAN pay gap

42.8%

MEDIAN pay gap

40.8%

Gender Bonus Gap

MEAN bonus gap

40.4%

MEDIAN bonus gap

47.9%

MALE

61%

received a
bonus

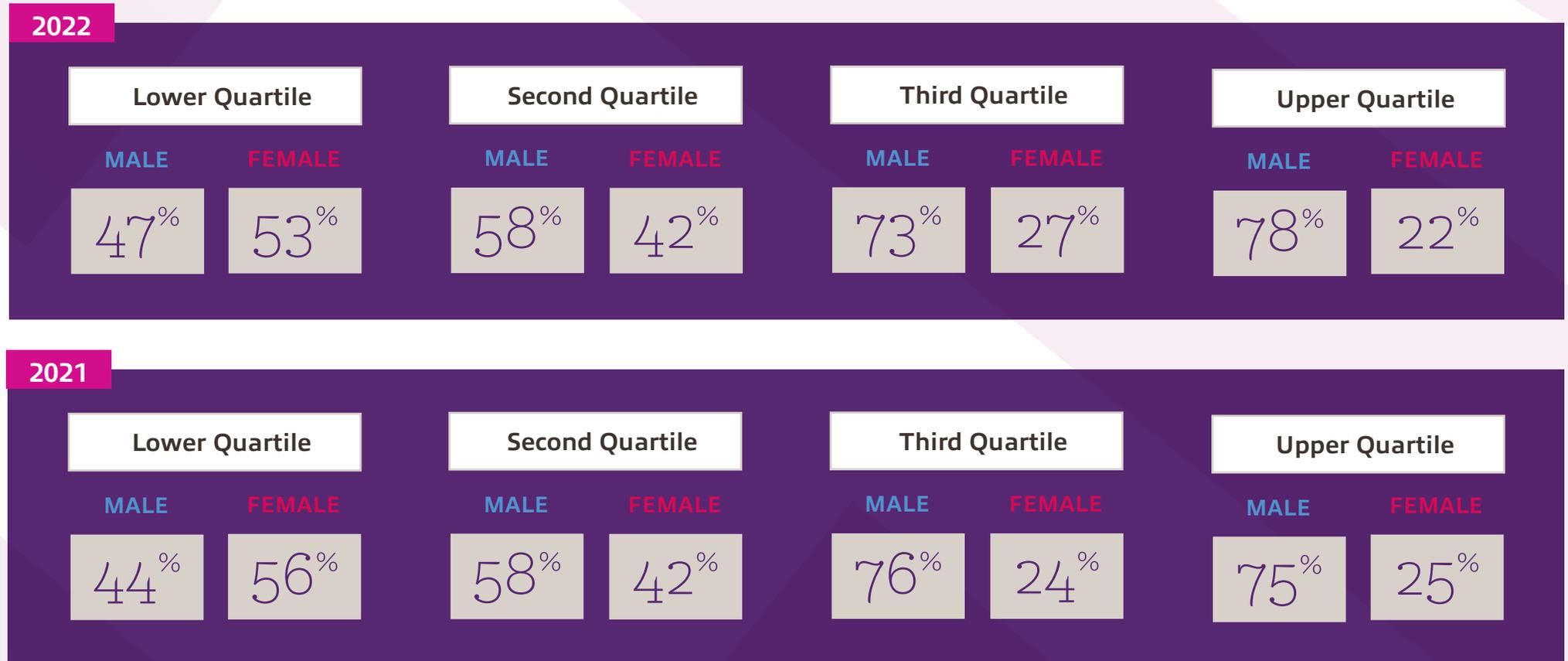
FEMALE

44%

received a
bonus

Quartiles

The percentage of all male and female teammates within each quartile pay band is:



ADDRESSING PROGRESS

In recent years, we have made massive strides in our Diversity, Inclusion and Belonging agenda. In the main, setting up our Teammate Resource Groups through which many initiatives have been internally driven. The purpose of most of these activities have been around attracting, retaining and to provide the tools to support career progression into those roles where we see gaps for minority groups. Our She's Insight TRG for gender equality at Insight has promoted some fundamental initiatives and continue to grow and mature with more ambitions in the coming years. Over the past year, we launched new various supporting initiatives to complement other D&I programmes around mentoring, leadership and talent acquisition and are confident that these will have positive future affects to our results.

The technology space is recognised as being predominantly a male dominated industry, in particular with a lack of representation from women within Executive external sales, technical and management roles. We are confident that all the initiatives that have been implemented and are still being created will support improvement of the gap and support in increasing gender equality where needed. Whilst we are making great strides in the world of Insight's Diversity and Inclusion agenda, we recognise that notable reductions of our pay gap is a long term goal.

If we look back across prior years, our gap reduced year-on-year until 2021. The Covid Pandemic was a difficult period for us all. This globally challenging time is recognised as a period which saw women being disproportionately affected for various reasons; although we ramped up our efforts of support and flexibility in a variety of ways.

We are pleased to highlight a 3.2% improvement within our mean bonus gap and 9.7% within our Median bonus gap and proud to have achieved GPTW awards including a Best Workplaces for Women (large Organisations) during 2022. We look forward to seeing further overall improvements over the coming years.



COMMITMENT PROGRESS | 2022

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For a long time I have been aware that the tech industry attracts fewer women at the start of their career, but through my own journey into Senior Leadership I have learnt that the number of women decreases even further at the higher levels. As a result, I made the decision to become the Executive Sponsor for 'She's Insight'; our teammate resource group committed to championing equal opportunities for all on the gender spectrum.

The topic of Gender Diversity has become a personal mission in recent years, and something that we - as a business - are passionate about changing through our STEM Programme and school engagements; designed to outline to young people the exciting opportunities that exist in the technology space.

Ensuring that all people - regardless of gender or background - benefit from the same opportunities, is synonymous with our core values of Hunger, Heart and Harmony. We remain resolute in our commitment to hiring, nurturing, and retaining a diverse and inclusive workforce, and I am personally excited to continue being involved in Insight's initiatives to support this.

Whilst there have been substantial improvements, such as Insight being lucky enough to have a fantastic woman as our CEO, we still have a way to go. We acknowledge this need for change, and we are taking direct action through our Diversity and Inclusion initiatives, designed to amplify the voices of under-represented groups. 2022 was a year of development for Insight, and our team are now more passionate than ever about making change in this area throughout 2023



Karen McLaughlin

VP Services
Insight UK

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Being a woman who has carved out a fulfilling career in a traditionally male dominated industry, I am proud to work for an organisation which puts so much emphasis on equality and diversity.

Through our Diversity, Inclusion and Belonging agenda Insight constantly champions equal treatment, and career progression opportunities, regardless of gender or background. Our Teammate Resource Groups in addition, to our STEM programme and school engagements are purposed to pique the interest of girls and young women, before or as they start their career, by highlighting the exciting opportunities the technology industry has to offer.

As a parent myself - to both boys and a girl - it is now, more than ever, a personal mission to ensure that the workplace - and society - provide exciting career prospects and progression opportunities to all, regardless of anything, and I am committed to supporting Insight as we continue in our endeavour to drive positive change in this area.



Helen Bonar

Head of HR Strategic Business Partnering
Insight UK

COMMITMENT PROGRESS | 2022

Talent Acquisition

- Insight Skills Academy launched March 2022 - focus on minority groups.
- Specialised external recruitment partnering.
- Diverse interview panels.
- External marketing campaigns.



The Tech She Can® Charter

Retaining Talent

- 4 Teammate resource groups to foster inclusion. 'She's Insight' working towards equality with various initiatives. (see page 8).
- InsightAlly Charter launched – 332 members currently – Allyship framework for supporting knowledge and guidance on how to be an Ally.
- Unconscious Bias Course.
- Menopause provisions.
- "Take the lead" - Leading bold, diverse women leaders with the agility and ability to drive innovation, collaboration and team performance.
- TRG Mentorship programme pilot - 40 participants on a 6 month mentorship journey. Aim to widen scope for next cohort to include Allies.
- Walk in my shoes - dedicated She's Insight approach into roles/divisions with larger women disparities.
- Global D&I Playbook.
- Agile working.
- Family friendly benefits review.
- Realigned pay review to support cost of living crisis.
- Proactively promoted mental wellbeing through events, mental health first aiders in place (7 teammates).
- Continued signatory of Tech Talent Charter and Tech She Can Charter.
- Continued recognition as a Disability Confident Employer.



INSIGHT'S TEAMMATE RESOURCE GROUPS (TRGs)



She's Insight are dedicated to building gender equality in the workplace and beyond through empowering, supporting, and investing in our global community for women and their allies.

Their focus is always on improving inclusion and equality for all on the gender spectrum, and having gender equality throughout the entire working life cycle.



Insight Stands Out has the aim of fostering a highly visible and inclusive environment that:

- Provides resources
- Gives assistance
- Educates Insight Teammates, Families and Allies



Diverse Ability are working to ensure that:

- More teammates are recruited with visible and invisible disabilities
- Existing teammates with visible and invisible disabilities have an improved working environment, career development and progression paths
- Awareness and understanding the challenges that affect teammates with visible and invisible disabilities is raised
- We create a support community within Insight



RESPECT want to maintain a working environment where teammates from racially diverse backgrounds feel valued, are respected and have equal opportunity to contribute and develop their careers.

Their scope is to review the current environment and practices and to act as an agent of positive change where needed.

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 4th April 2022.



Darren Hedley
Managing Director, Insight UK

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