



Gender Pay Report

2022

Submitted: 4th April 2022

(using data from: 4th April 2021)

FOREWORD

At Insight we pride ourselves on our culture of diversity, inclusion and belonging, underpinned by our core values of Hunger, Heart and Harmony. Our people are our greatest asset, so ensuring that all of our teammates are presented with equal opportunity and feel that they are valued, is a priority.

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 our successes, both individually and collectively.

Thanks to our multi award-winning culture, our teammates are empowered to realise their true ambitions and be the best that they can be. We encourage collaboration, invite different perspectives, and celebrate each other's unique contributions. This allows us to form meaningful connections and build successful working relationships, to provide innovative solutions and enable our clients to digitally accelerate.

More than ever we are encouraging our teammates to be ambitious, and to bring their 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.

To build on our culture of diversity and to continue to drive a reduction in our gender pay gap, we encourage open conversation around the importance of equality and we are committed to continuing the development of our key activities around Best Practice, Talent Acquisition and Learning and Development. We are making progress through a number of initiatives including our Skills Academy, which provides an opportunity to people with no tech experience to build a career with Insight; through our mentorship programme, and our teammate resource groups.

'She's Insight' is our teammate resource group dedicated to raising awareness and improving gender equality. This ever growing group are passionate about empowering, encouraging and highlighting the opportunities available to women in technology through mentorship and a supportive forum.

We continue to promote an agile and flexible working culture. Our diversity, inclusivity and belonging taskforce - led by our diversity and inclusion specialist - remain focussed on supporting teammates' varying needs, such as family friendly benefits including improved maternity and paternity pay - inclusive for those adopting - and leave for families of military personnel prior to and following deployment.

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



UNDERSTANDING GENDER PAY REPORTING



Gender pay gap looks at the differences in pay between genders across groups of employees irrespective of the work they perform.

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.

RESULTS | 2021

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

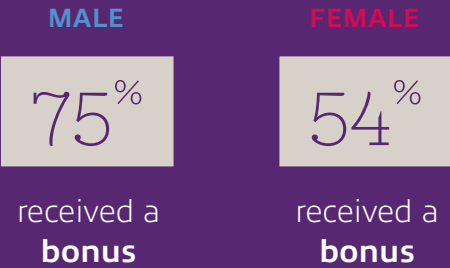
MALE
63%

FEMALE
37%

Gender Pay Gap



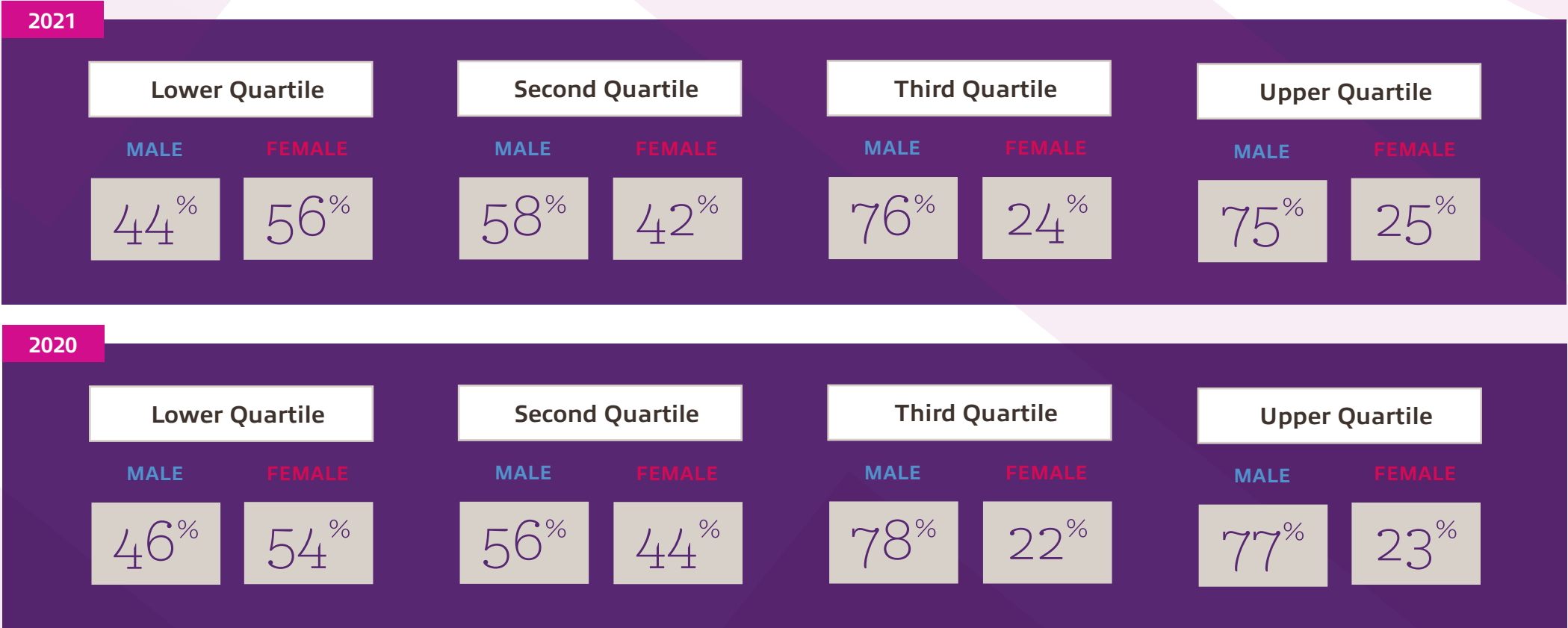
Gender Bonus Gap



RESULTS | 2020/2021

Quartiles

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



YEARLY COMPARISON

	2020	2021
Mean pay gap	36.8% ↓ 3%	39.8% ↑ 3%
Median pay gap	37.0% ↓ 3.6%	41.3% ↑ 4.3%
Mean bonus gap	44.9% ↓ 3.2%	43.6% ↓ 1.3%
Median bonus gap	60.7% ↓ 7.5%	57.6% ↓ 3.1%
Proportion of bonus	<div>MALE</div> <div>73%</div> <div>FEMALE</div> <div>57%</div>	<div>MALE</div> <div>74%</div> <div>FEMALE</div> <div>56%</div>

COMMITMENT PROGRESS | 2021

Best Practice

- Newly created 'She's Insight' Resource group – Teammate resource group embedding 2021 and creating objectives
- InsightAlly Charter launched – 150 members currently – Allyship framework for supporting knowledge and guidance on how to be an Ally
- Continued signatory of TTC and TSCC and associated attendance at seminars
- EMEA DI&B Taskforce working group
- Created 'Family Friendly' benefits section on IDW
- 27 STEM ambassadors
- Diversity & Inclusion Handbook launched 2019 & revision planned for 2021/22
- Continue to promote agile working
- Proactively promoted mental wellbeing through events, mental health first aid training and peer support network (7 teammates)
- Continued recognition as a Disability Confident Employer
- Utilise Social Media platforms to promote activities
- Achieved Great Places to Work awards:
 - No.10 Insight UK - Best Places to Work in Tech 2021
 - No.12 Insight UK - Best Workplace for Women. July 2021
 - No.3 Insight UK - Best Workplace (large business category)
 - Great Place to Work™ 2021
 - No.8 Insight UK: 2020 Best Workplaces in Tech
 - No.20 UK's Best Workplaces 2020
 - Centre of Excellence in Wellbeing
 - Insight UK Excellence in Wellbeing in 2020
 - Insight UK: Great Place to Work
 - Best Workplaces for Women™ 2019

Talent Acquisition

- Continued partnership with UA92 - Manchester
- Build partnerships with other Educational establishments in line with our STEM activities
- Insight EDGE graduate programme received with students completed in Jan '21
- Insight Skills Academy launching March 2022 - focus on minority groups.
- Teammates participating in Microsoft's 'Women Rising' programme
- Take The Lead course aimed at female teammates to be launched.
- Walk in My shoes – dedicated She's Insight approach into roles/divisions with larger women disparities.



The Tech She Can® Charter



COMMITMENT PROGRESS | 2021

Learning & Development

- Launched career structures across all functions in EMEA – continue to promote advantages inc. collateral
- Continued SLII leadership development for all People Managers
- Purpose Driven Leadership- self nomination – open to everyone
- Percipio – self directed learning platform available to everyone
- Leadership Pods - Insight's leaders across EMEA to create a series of videos that deliver valuable leadership insights and where these leaders showcase their personal leadership journey
- Clever Nelly learning tool to help all teammates at point of need
- Increased focus on e-learning and gaining accreditations in a non confrontational way, so all teammates without much knowledge can learn at their own pace without fear of feeling inferior
- Next Generation Leaders programme – includes Diversity & Inclusion chapters
- Unconscious Bias training
- Weekly Power hour – all teammates encouraged to take an hour of their week to focus on their learning and development
- D&I Playbook – Insight's Global Diversity and inclusion supporting guide
- 'Take the Lead' – woman only career programme

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The Gender Diversity issue has become a personal mission over recent years, and something I feel incredibly strongly about. Typically, the tech industry attracts less women at the start of their careers; something which we are passionate about changing through our STEM programme and school engagements, designed to outline to students the exciting opportunities that exist in the technology space. With early tech careers an already less than balanced base, I have since learnt through my own journey into Senior Leadership, that the number of women decreases even further at the higher levels. This realisation prompted my decision to become the Exec Sponsor for 'She's Insight'; a group of teammates of all genders, who work together to shine a spotlight on the issues related to Gender Diversity and champion change in this area. Whilst there have been substantial improvements in some areas, such as Insight now being lucky enough to have two fantastic women as CEO and EMEA President, we still have a way to go. We acknowledge this and we are taking direct action through our Diversity and Inclusion initiatives, designed to amplifying the voices of underrepresented groups.

We remain committed to hiring and retaining a diverse and inclusive workforce, and through 2022 we intend to continue pushing initiatives which work towards this. One of our key focus areas for this year is combating unconscious bias. We can't address our own blind-spots if we don't know we have them, thus we are launching a companywide programme with this in mind. Understanding the affect that unconscious bias has on decision making, selecting talent and creating balance, is a crucial step towards addressing the gender pay and diversity gaps. On top of this we will continue to encourage our teammates to bring their whole selves to work, stay true to who they are, and support one another – specifically through the launch of our 'Be' campaign, focussing on topics including 'Be yourself' and 'Be an ally'.

For Insight, 2022 is to be a year of action and our team are more passionate and driven than ever to make changes in this area; increasing diversity, inclusion and belonging, and closing the gender pay gap.



Karen McLaughlin
VP Services,
Insight UK

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INSIGHT'S TEAMMATE RESOURCE GROUPS



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 lifecycle.



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 2021.



Darren Hedley
Managing Director, Insight UK