

# Gender Pay Report

Submitted April 2024 (using data from April 2023)

## FOREWORD



DARREN HEDLEY

Managing Director UK | Insight



*We leverage our multi-award winning culture to empower our teammates to reach their full potential and achieve their greatest ambitions.*

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 a 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.

# OUR GENDER PAY GAP RESULTS

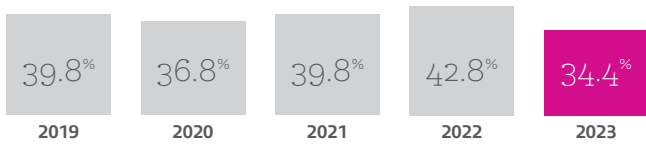
This year, our results show that our gender pay gap has improved, with a decrease of 8.4% in our mean pay gap and a decrease of 4.1% in our median pay gap compared to 2022.

The details below reveal that our pay gap is now at its lowest point in five years, thanks to the proactive measures we have taken and continue to take within the organisation, with support from our 'She's Insight' Teammate Resource Group whose focus is on improving inclusion and equality for everyone on the gender spectrum and achieving gender equality throughout the entire working life cycle.

We have acknowledged the impact bonuses have on our pay gap due to the snapshot date falling in a month where we pay a performance based quarterly bonus to a large population of teammates, and therefore we remain focused on this and dedicated to closing our gap further year on year.

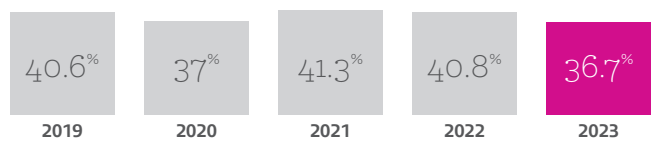
## OUR MEAN PAY GAP

The mean pay gap is the difference between the average hourly pay of men and women.



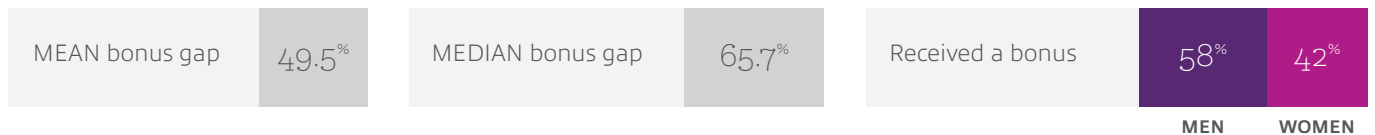
## OUR MEDIAN PAY GAP

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.



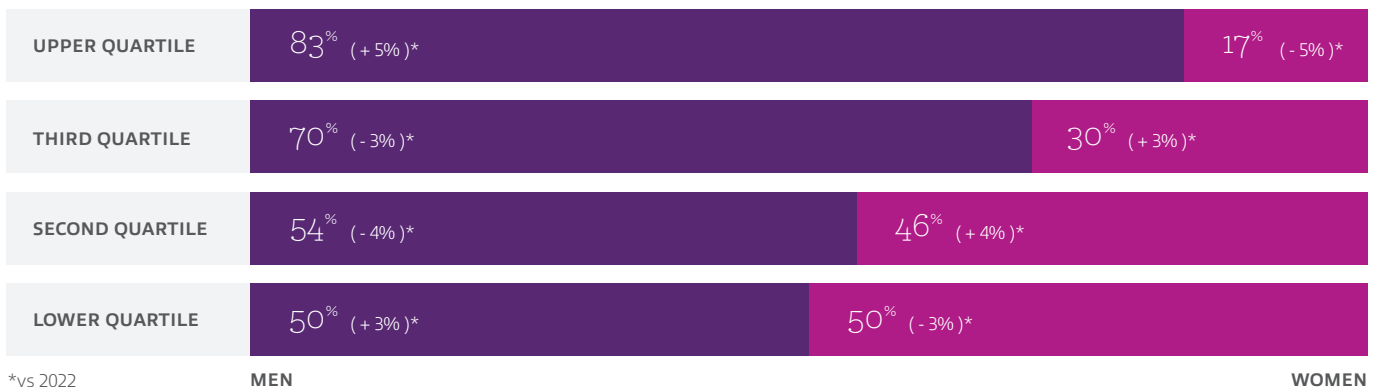
## OUR GENDER BONUS GAP RESULTS

We acknowledge that our bonus gap did not move in the direction that we would like last year. However, as we have seen in previous years, in an industry that is traditionally dominated by men, our workforce demographics demonstrate that more men than women receive bonuses across the organisation due to a higher representation of men in roles that are eligible for bonuses. Additionally, the bonus gap does not take into account the number of hours worked and only reflects bonuses paid in the 12-month period ending on the 'snapshot date.' This affects the bonus gap due to bonuses being paid on a pro-rated basis for part-time teammates. Currently today 84% of our part-time teammates are women.



## OUR PAY QUANTILES

This data demonstrates the percentage of men and women within each quartile pay band.



Our 2023 data shows some changes across the four quartiles, including a slight decrease in the number of women in our 'Lower Quartile.' We now have an equal number of men and women in this quartile, which has contributed to the overall decrease in our pay gap. Our 'Upper Quartile' has seen an increase in the number of men. This reflects not only the influence of the bonus gap on this quartile but also the gender imbalance that exists in our workforce. We recognise the need for greater focus on our organisational structure, but we understand that this will take time and that our gender pay gap may fluctuate from year to year as we see the impact of our actions. Subsequently, we have also seen a shift in our 'Second' and 'Third' quartiles, where the proportion of women have increased.

## ADDRESSING PROGRESS

We have remained dedicated to addressing our pay gap. Our Teammate Resource Groups (TRGs) continued to support our organisation in driving and emphasising our Diversity, Inclusion and Belonging strategy, helping us to raise awareness of inequality and to advocate for greater inclusivity.

**We have highlighted below some of the key initiatives we have introduced following our 2022 Gender Pay results:**

- **Annual Pay Review** - In 2023, we carried out a different approach to our annual pay review, focusing on the pay for our teammates in the lower pay quartiles, whilst also considering bonuses in the calculations, this has supported us in achieving an equal ratio of women and men in our lower quartile.
- **Family Friendly Benefits** - To support with attracting and retaining women in the workplace, we reviewed and continue to review our family friendly benefits. In May 2023, we announced a meaningful enhancement to our maternity and parental pay policies. Feedback from those who received the enhancement whilst on maternity leave at the time, and from those considering their long-term career alongside desire for a family at Insight has really demonstrated that this is a key driver of retention, something which is a critical to us as we focus on increasing the representation of women in the upper quartiles.
- **Promoting leadership skills in women** - We successfully ran our first 'Take the lead' programme in 2023, which was sponsored by our 'She's Insight' TRG. This programme was designed to promote leadership skills in women, building their ability and agility to drive innovation, collaboration and team performance. We continue to focus on various programmes and initiatives to develop and elevate women teammates at Insight.
- **Raising awareness of unconscious bias** - We have participated in various events to raise awareness of unconscious bias in the workplace and celebrate our female teammates, including 'Women's History Month', 'International Womens Day' and 'World Menopause Day' (we also signed the Menopause Workplace Pledge). We remain committed to ensuring all teammates are aware of unconscious bias and it is now a topic that features in our onboarding right through to our senior leadership development programmes.
- **Great Place To Work** - We are dedicated to maintaining an exceptional workplace culture where our teammates can feel proud to work. For five consecutive years we have been named a UK Best Workplace and we are also pleased to be have been named a UK Best Workplace for Women for the last four consecutive years, further supporting us to attract and retain teammates.

We are also pleased to announce that we have recently welcomed a 'Senior D&I Specialist' in EMEA who brings a wealth of experience and expertise, playing a crucial role in promoting our Diversity, Inclusion and Belonging agenda. Therefore, as we enter 2024, we remain dedicated to advancing our DI&B strategy in all areas and reducing our Gender Pay and Bonus Gap by focusing on promoting and increasing our female representation throughout the organisation at all levels. Our goal is to raise further awareness of equality within Insight and to continue empowering, encouraging, and building confidence in women in technology.



**KAREN MCLAUGHLIN**

SVP Solutions Delivery & Global CoE  
Insight EMEA



**HELEN BONAR**

Head of HR | Insight UK



**JILL MURRAY**

VP Marketing | Insight EMEA



For as long as I can remember I have been aware that the tech industry attracts far fewer women – particularly at the start of their careers – but as part of my own journey into senior leadership, I have realised that the number decreases even further at a higher level. As such, I am incredibly honoured to be the Executive Sponsor for the ‘She’s Insight’ Teammate Resource Group; committed to championing equal opportunities for all on the gender spectrum, and I am committed to supporting their agenda and using my position to amplify their message.

Fortunately, Gender Equality is not just a personal mission of mine, it’s also a topic that provokes great passion across the business. Through our dedicated STEM Programme and school engagements we are focussed on outlining the exciting opportunities that exist in the technology space for young people. Ensuring that everyone – regardless of gender or background – benefit from the same opportunities is synonymous with our core values of Hunger, Heart, and Harmony. 2023 was certainly a year of learning, developing, and establishing best-practices, but we acknowledge that we have a way to go - our team are resolute in their commitment to making great strides in this area throughout 2024 and beyond.



As a woman in a traditionally male dominated industry, working within an organisation focused on equality and diversity is a non-negotiable for me, so I am incredibly proud to be a part of a business putting so much emphasis on this. Through our Diversity, Inclusion and Belonging agenda, Insight champions equal treatment and opportunities for professional growth, regardless of anything. Our Teammate Resource Groups work hard, year-round, to raise awareness for – and celebrate – marginalised and under-represented groups, and the support and participation they see across the business is testament to the inclusive nature of our teammates. In addition, 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, I am committed to doing all I can to ensure that the workplace provides exciting career prospects to all. As such, it is an absolute pleasure to support Insight as we continue in our endeavour to drive positive change in this area.



As the Executive Sponsor for Diversity, Inclusion and Belonging at Insight, I am proud of the steps taken across the business to not only raise awareness around inequalities, but to advocate for better inclusivity - not just in the workplace but within wider society. Providing equal opportunities, regardless of gender, is not only the right thing to do, it also leads to new innovations and the solving of broader societal problems, which is essential for meeting the needs of a changing world.

As a woman who has carved out a successful career in a traditionally male dominated industry, it is really important to me to be in a position to support teammates in their efforts around equality, to ensure that everyone has the opportunity – and the support needed – to do the same. As such, it is wonderful to be part of an organisation placing so much emphasis on ensuring that all employees receive equal treatment and feel valued for their unique contribution. With all that said, I acknowledge that there is still a way to go, and I am committed to helping the business perpetuate our award-winning culture through continued commitment to our Diversity, Inclusion and Belonging agenda.

**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 2023.

**Darren Hedley,**  
Managing Director, Insight UK