SOFTWAREONE UK LIMITED

Gender Pay Gap Report 2022

Introduction

This report provides a breakdown of our first gender pay gap report for SOFTWAREONE UK LIMITED, our only UK entity which now employs more than 250 people in line with UK government's legislation. SoftwareONE fully supports the UK government's focus on the gender pay gap report along with the efforts to ensure we understand such issues to ensure we recognise and provide a solution of a way forward.

We are dedicated to creating a workplace where all of our SWOmies feel part of the community, are treated fairly and equally, and so can contribute fully to our vision and goals.

This data reflects the differences in the various job levels we have across the UK. Our gender pay gap between male and female colleagues are (women - 49.42% mean, men - 55.20 % median). We have undertaken detailed analysis of the data to understand our position, as shown in the report and have worked with a third party to conduct a statistical analysis of pay for employees based in the UK, controlling for factors such as role type (sales or non-sales), job level (management or individual contributor, location and experience.

We believe that having a diverse culture generates diverse way of thinking, innovation, higher levels of colleague engagement, and ultimately better outcomes for our customers. Whilst we understand our gender pay gap, we are committed to making SoftwareONE a more diverse and inclusive organization, across all our roles.

We confirm that the information included in this report is accurate.

Una Keeshan

Federation Leader, UK, IE, ZA & NORDICS

SoftwareONE UK Limited

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Regional Head of HR – UK, IE & ZA

SoftwareONE UK Limited

Our Gender Pay Gap

The figures below have been calculated in line with government regulations and show the mean and median pay gap (based on hourly rates of pay at 5th April 2022) and mean and median bonus gap (based on bonuses paid in the 12 months to 5th April 2022).

Women's mean hourly rate is 33.20% less
Mean pay per hour for men: 73.97
Mean pay per hour for women: 49.42
Difference in pay: 24.56

33.20%

Women's median hourly rate is: 30.35% less
Median pay per hour for men: 55.20
Median pay per hour for women: 38.44
Difference in pay: 16.75

30.35%

Pay Gaps by Quartiles

| Group	Mean Pay Males	Mean Pay Females	Pay Gap (mean)	Pay Gap (median)	Percentage of Males	Percentage of Females	Contribution to Pay Gap
Lower quartile	21.63	19.86	8.18%	17.69%	56.92%	43.08%	-2.14%
Lower middle quartile	38.90	37.74	2.97%	2.22%	59.38%	40.63%	-3.25%
Upper middle quartile	64.96	65.10	-0.22%	-1.73%	65.63%	34.38%	-0.18%
Upper quartile	144.14	114.94	20.25%	10.21%	81.25%	18.75%	38.76%

Pay quartile data shows the percentage of men and women in equal sized groups based on their gross ordinary hourly pay when sorted from lowest to highest paid.
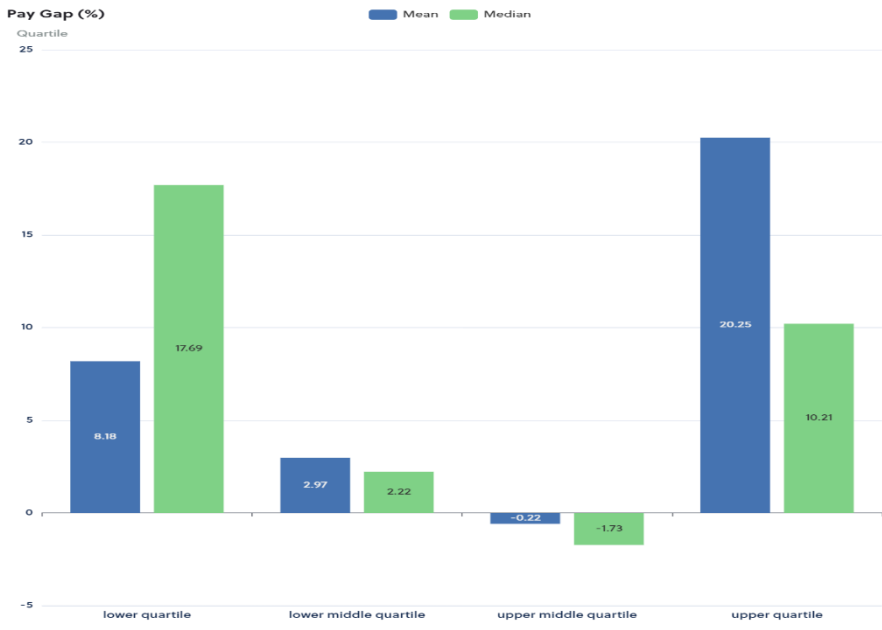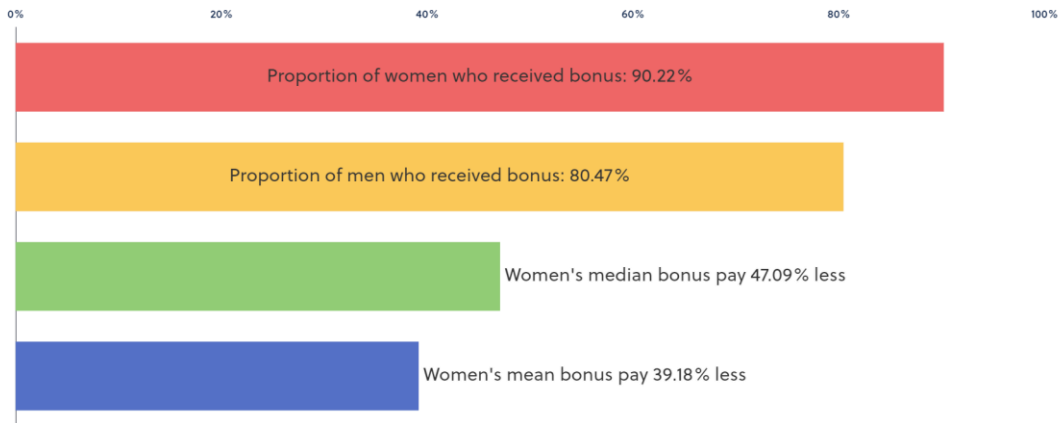
Pay Gap (%)

Each Quartile has its own separate pay gap, comparing them shows what levels of pay present the key imbalances and breaks down SoftwareONE's overall pay gap. We are committed to continuing to foster gender diversity at all levels and across all functions within SoftwareONE.

Pay Ranges by Quartiles

This chart shows and details the pay ranges that provide the averages of Mean and Median for comparison across SoftwareONE UK.

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April 2023 – Gender Pay Report for 2022
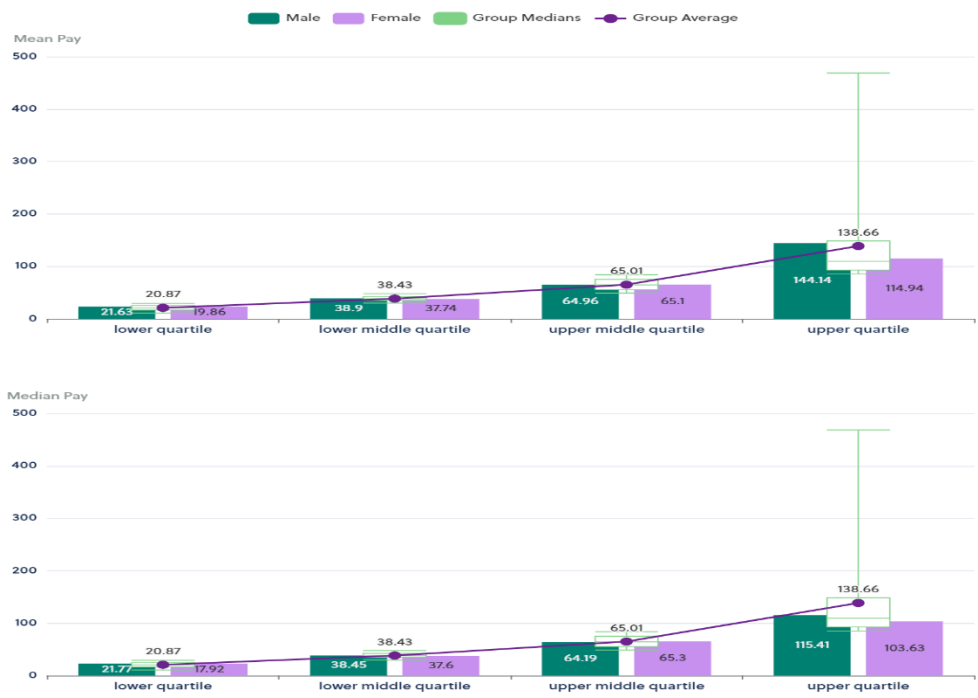
Bonus Pay Gap

The mean bonus pay gap is the difference between the average of the bonuses paid and received to men and women in the bonus pay period of 5 April 2021 to 5 April 2022 inclusive. The median bonus pay gap is the difference between the midpoints in the range of bonuses paid to men and women during the bonus pay period when the bonuses are arranged from highest to lowest paid. These outcomes are heavily influenced by the types of roles men and women are in. Further analysis confirms that the differences we see are primarily the result of the different types of roles women and men occupy and how those roles typically receive stock as a part of their compensation.
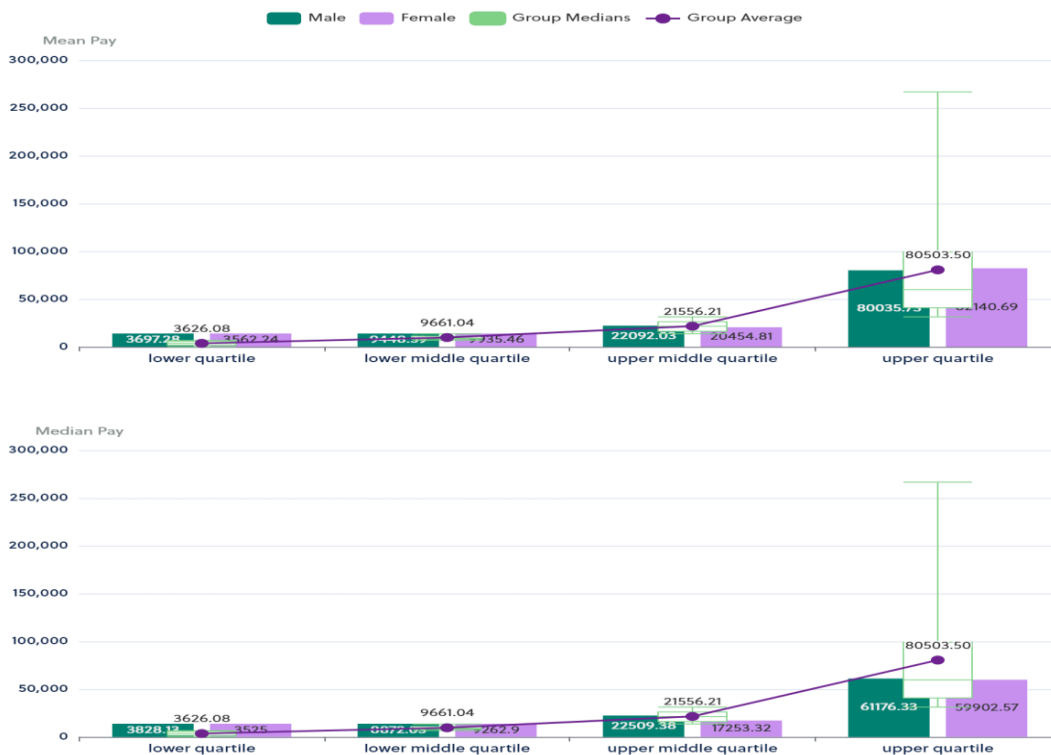
This chart shows us how the bonus pay ranges that provide the averages of Mean and Median for comparison.

Looking ahead

At SoftwareONE, we have been committed to ensuring fairness of equal treatment is across all genders. With recent acquisitions from 2022 onwards and more to come, we believe that we have enabled an action plan to ensure this is undertaken in line with our vision.

Moving forward we will:

- Engage with our Talent Acquisition Team to encourage talented women to join and build a career with SoftwareONE.

- Develop and promote further internally through internal training programmes provided by our internal L&D Department including Apprenticeship scheme. As we ensure we are transparent with our employees inform them of processes for promotion and pay rises, it ensures that everyone in the company has an equal opportunity for career development.

- Yearly Salary Review process, this is undertaken by local leadership team and the board directors across all departments.

- Continue to work with our local Culture Team to build an inclusive culture which we know is important for both our female and male colleagues to thrive.

- Reignite our shared parental leave policies for both female and male employees. Allowing them equally to take the time out of work for parental leave.

- Diversity, Unconscious Bias and Conscious Inclusion Training – Working with our internal L&D Team and external training partners to deliver this training for all of our employees. To change behaviours, we must first change minds and hearts. And this is best achieved through live, candid interaction. We all have unconscious bias. We are ingrained with stereotypes that we unintentionally hold onto as beliefs that can affect our behaviour and our attitude to others in the workplace.

- Leading at SWO programme where mid- career level female professionals could be given the tools and practices for leading in complex environments.

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