



# UK Gender Pay Gap 2022

# A Statement from the CFO

"I am pleased to present SHI Corporation UK Limited's first Gender Pay Gap Report, published in accordance with the UK Government's Gender Pay Gap Reporting Regulations, introduced in 2017. Contained in this report are both our findings from the most recent survey and our action plan to address areas where we see a need for change.

While this is the first time we have made this report public, we have been monitoring and reporting on gender pay equality internally for some time. As a global organization – and the largest Minority- and Woman-Owned Business Enterprise in the United States – SHI In is committed to pay equality across all operations.

In the United States, SHI is a Corporate Plus member of the National Minority Supplier Development Council (NMSDC) and is recognised globally by WEConnect International as a 100% owned WBE (Woman Business Enterprise).

We pride ourselves at SHI on our commitment to DEI. Within the SHI organisation, our staff benefit from a number of DEI-focused Employee Resource Groups (ERGs) including WiSH: Women in SHI, the Black Culture Collective, EMBRACE (LGBTQ+ ERG), and Juntos (Latinx and Hispanic ERG). Knowing that programmes alone are not enough to achieve our inclusion ambitions, we continue to create a more diverse workforce, bringing strong representation of society into the workplace and a diversity of thought, which will drive our continued growth and success."



James Prior. Chief Financial Officer

"SHI International Corp, is a diverse woman-owned company and celebrates our heritage and our ability to hire and retain women in leadership positions. In addition to having a woman CEO, of the 7 most senior sales leadership positions (Senior Vice President) at SHI, 4 are held by women.

We will continue to ensure that gender parity is achieved through the rigour of practicing of the highest standards in our personnel management and look to debunk the idea that women have been and will always be paid less than their male counterparts."



Celeste Lee. Senior Vice President, International Division at SHI International Corp.

# SHI's commitment to Diversity, Equity and Inclusion (DEI)

At SHI, we pride ourselves on our inclusive culture, built on an ethos aimed at making a difference within our communities. Our culture allows our exceptional people to be themselves within the workplace and encourages them to share their diverse backgrounds and ideals across the entire organisation. Without fostering and uplifting a larger community of employees, as well as suppliers and partners, we would be doing a disservice to those we serve daily.

SHI continues to work on improvements to our Diversity, Equity and Inclusion (DEI) strategy, implementing initiatives to support our community and employees, such as:

- Policy development
- Growing and continuing to champion our Employee Resources Groups (ERG's)
- Expand our Environmental, Social and Governance (ESG) Strategy
- Delivering mandatory DEI training for management and employees
- Improving our Talent Acquisition & Retention initiatives
- Building a commitment from Executive Leadership to drive changes that achieve a more inclusive and respectful culture.
- Fostering inclusion communication
- Support of the UN Global Compact



# Women in SHI (WiSH)

Women in SHI (WiSH) celebrates the diversity of women and offers them opportunities to make robust connections within the technology field. With the goal to provide events and forums throughout the year to inspire, empower and encourage collaboration among all SHI employees.

WiSH delivers monthly newsletters and meetings, giving employees the opportunity to connect and become involved in the community, and through an established Mentorship program, provides guidance and support to women across SHI. Throughout the year, WiSH facilitates panel discussions with technology leaders who provide insight into their experiences. Topics included:

- A keynote from Karen Allen, Mindset expert, TedX speaker and the founder of the 100% human community.
- A fireside chat with SHI's president and CEO, Thai Lee, in honour of International Women's Day.
- Inspiring Diversity in Tech with Microsoft's DigiGirlz
- Breaking down workplace barriers
- Promoting women into technology (engineering, networking, development) & leadership roles.

"SHI's commitment to equality in pay plays a key part in the recruitment process. I am proud to be an older lady, with the same opportunities and salary banding offers as my younger colleagues and peers."

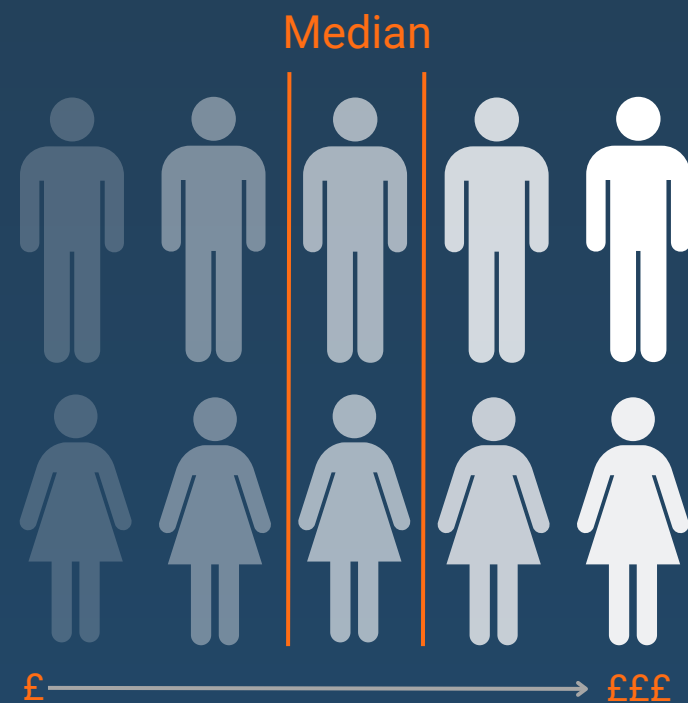
Trischa Prescott, Sr. Inside Sales Manager



# Gender Pay Gap Reporting Explained

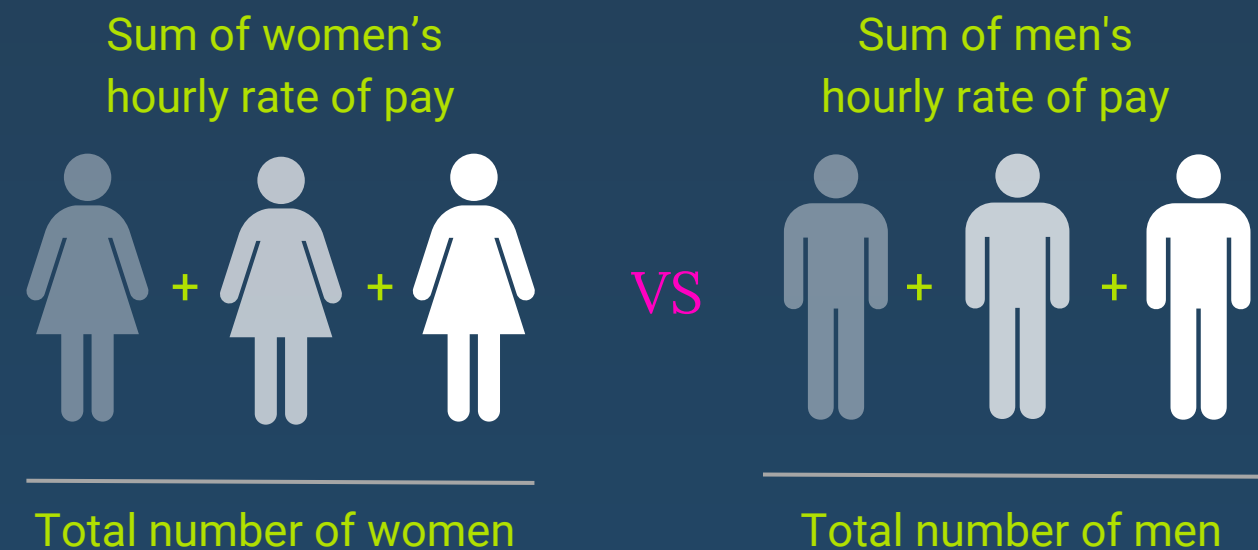
## Median calculation

The median is the figure that falls in the middle of a range when the salaries of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male salaries and the middle employee in the range of female salaries.



## Mean calculation

The mean is calculated by adding up the salaries of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.



The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. A gender pay gap can be driven by a number of factors including, crucially, a lack of women in senior positions and/or sales positions. To be clear, gender pay gap is different to the issue of equal pay, the legal requirement to pay men and women the same for equal work, governed by the Equality Act 2010. The Government Equalities Office sets out the methodology for calculating their data to report their mean and median gender pay gap, bonus gap and distribution across pay quartiles.

# Our 2022 data

## Understanding the gap

- The analysis of our figures indicates that our gender pay gap is a result of more women holding fewer senior positions than men.
- Similarly, there are fewer women within outside sales positions (26%), where commissionable earning potential is uncapped.
- Only 40% of women were in receipt of commission earnings, in comparison to 60% of males receiving commission earnings.
- More women than men are in receipt of bonus pay.
- Whilst more women are in receipt of bonus pay, this is made up of women in roles where bonus pay is capped, and held within less senior roles.

### To Note.

- Bonus pay gap refers to all variable pay including commission.
- At the time of reporting, there were 259 employees within our UK workforce; 147 men (57%) and 112 women (43%).

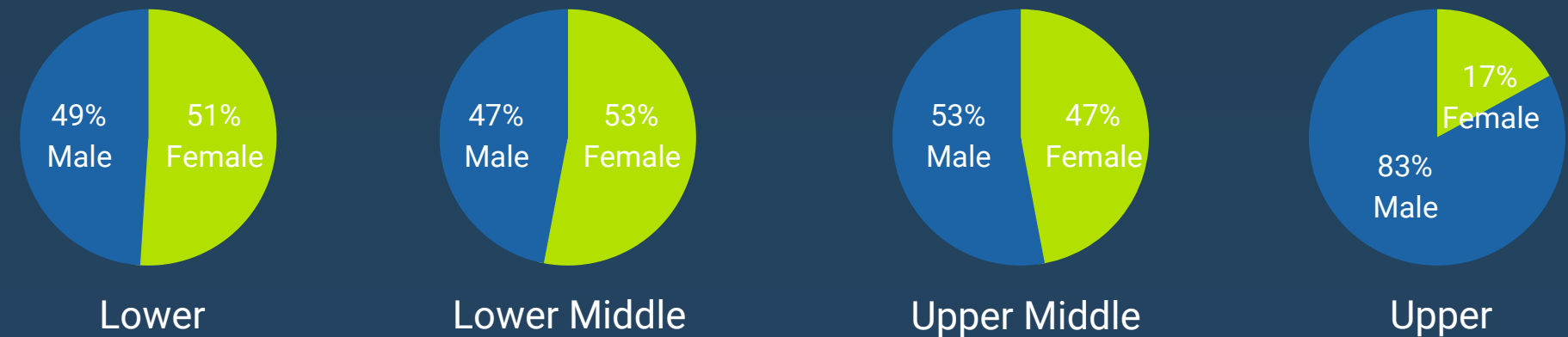
## Gender Pay Gap



## Gender Bonus Pay Gap



## Proportion in each pay quartile



## Proportion receiving a bonus payment



“SHI builds a strong, unified community by sharing and celebrating all our unique experiences. When we listen, share, educate, and empower, we ensure all voices are heard around our table, recognising first and foremost what we have in common to allow us to achieve success.”



Ellen Mass, Vice President of Human Resources



Since joining I have been amazed by the voice women have at SHI, the organisation has a strong gender balance with women accounting for 43% of the team and opportunities at all levels are open to women. Being a member of WiSH (Women in SHI), I have the privilege to be part of the WiSH Mentorship Program, allowing me the opportunity to mentor and support women in the organisation to grow within SHI.

This is the first report of its kind for SHI in the UK and I am happy to be part of the team who will work towards ensuring our commitment to 'minding the gap' and driving positive change.



Dinet Luchies, International EMEA Commercial Director

# About our Action Plan

## To date and beyond

Our ultimate aim is to achieve gender parity across SHI, at all levels. We understand goals are important, but meaningful change takes time and focus. We continue to develop programmes and initiatives to support our focus and achieve our goal of gender parity.



### CRN Gender Parity Award

In 2021, SHI UK won the Gender Parity Award at the CRN Women in Channel Awards. The award was testament to the culture and work delivered across SHI to ensure we continue to build a culture of inclusion and belonging.



### Women in Leadership

In 2021, SHI introduced its first Leadership training program, opened to all people managers, focusing on supporting and growing our leaders across the organisations. SHI continues to develop our leadership development platforms, including our aspiring leadership program, offering an opportunity for aspiring leaders to develop their skills and support progression within SHI.



### Women in Sales

SHI are developing a Peer to Peer Sales Coaching Program, offering support to existing employees within the sales department or those wishing to enter into sales, with opportunities to shadow, share experiences and seek guidance to ensure their success within SHI sales teams.



# About our Action Plan

## Continued



### Support for Families and Carers

SHI continue to review the support offered to employees, including flexible working arrangements and benefits to ensure all employees feel able to take an active role in caring whilst progressing their careers within SHI.

SHI continues to leverage hybrid and flexible working to reinforce our commitment to an inclusive work environment for everyone and supporting employees to balance home and work. In 2021, SHI introduced occupational family leave/pay and these plans were further enhanced in 2023, as part of our commitment to develop a culture to support to families and carers.



### Compensation Strategy

Also in 2021, SHI invested in growing our Human Resources department, supporting a stronger focus on our key people strategies, including our compensation strategy, improving pay equity and developing improvements to our internal mobility programs.



"I confirm the information in this report has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations. Snapshot date: 5th April 2022."

Alexandra Stocker. Director of Human Resources - International