



UK Gender Pay Gap 2023

A Statement from the CFO

"I am pleased to present SHI Corporation UK Limited's second annual Gender Pay Gap Report, published in accordance with the UK Government's Gender Pay Gap Reporting Regulations. This report outlines our progress in reducing our mean and median gender pay gaps. It also contains our action plan to continue addressing areas where we see opportunities.

SHI is proud to be the largest Minority/Woman Owned Business Enterprise (MWBE) in the United States. We are also a Corporate Plus member of the National Minority Supplier Development Council (NMSDC) and are recognised globally by WEConnect International as a 100% owned WBE (Woman Business Enterprise).

We pride ourselves on our commitment to DEI. Within the SHI organisation, our staff benefit from DEI-focused Employee Resource Groups (ERGs) including the Asian Business Community, the Black Culture Collective, EMBRACE (LGBTQ+ ERG), Juntos (Latinx and Hispanic Committee), and WiSH: Women in SHI.

As ever, we remain committed to diversifying our workforce and providing equitable opportunities and benefits to all of our present and future staff, which will drive our continued growth and success."



James Prior, Chief Financial Officer

“SHI International Corp is proud to be the longest-running and most diverse woman-owned company in the technology industry. We are committed to gender equality and strive to enable all employees to do their best work while being paid equally.

Our efforts are paying off, as the mean gender pay gap has improved from 39% in 2022 to 32% in 2023, and the median gender pay gap has improved from 19% in 2022 to 13% in 2023.”



Celeste Lee, Sr. Vice President - International

“Although we have made progress in reducing the gender pay gap in 2023, we have work to do and will continue to ensure that we drive towards our goal of gender equality and diversity through the very high standards we set ourselves. This is not merely a matter of compliance, ; it will continue to improve our performance and results.”

Ian Goodfellow, European VP of Sales - Enterprise & Strategic Division

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 years, WiSH facilitate panel discussions with technology leaders who provide insight into their experiences. Topics include:

- 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.

“I have been in the IT industry for 35 years and have witnessed the industry transition on many fronts. Most recently, I've been pleased to see the industry encouraging women's career growth back into the industry, non-biased hiring policies, and gender pay reviews. Although there is still work to be done in all these areas, I am excited to continue to support business and cultural diversity within SHI and the wider IT industry as a member of SHI's leadership team to support SHI and the industry to continue to grow their business and culture diversity.”

Claire Rawlings, Sr. Director of European Sales - Global Accounts

“Throughout my decade-long journey with SHI, I've been deeply inspired by its strong commitment to diversity and the prominent role of women in the Senior Leadership team. The ongoing efforts in tackling the gender pay gap illustrates not just a sense of fairness, but also dedication to creating a workplace that values equality and respect for all. I am proud to be part of the leadership team that continues to drive these initiatives and is committed to narrowing the gap.”

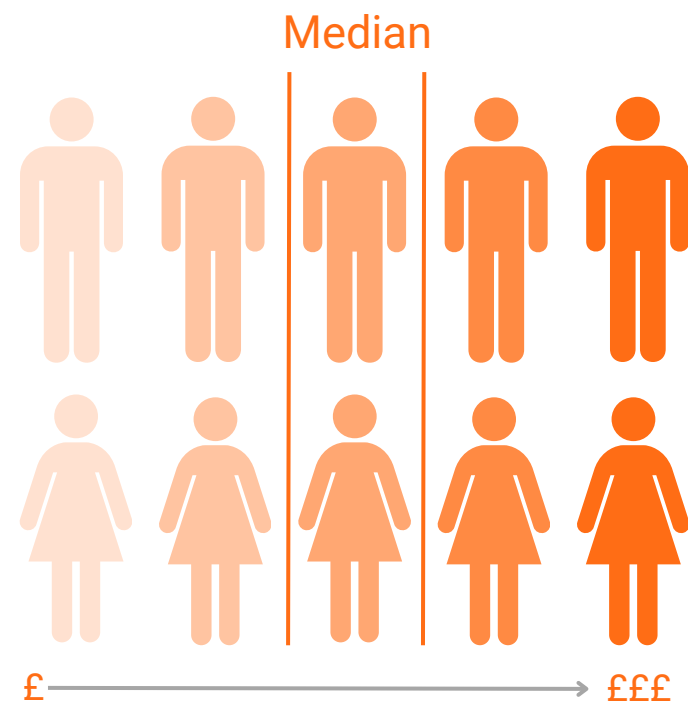
Cheryl Slater, Sr. Mobility Manager - UK



Gender Pay Gap Reporting Explained

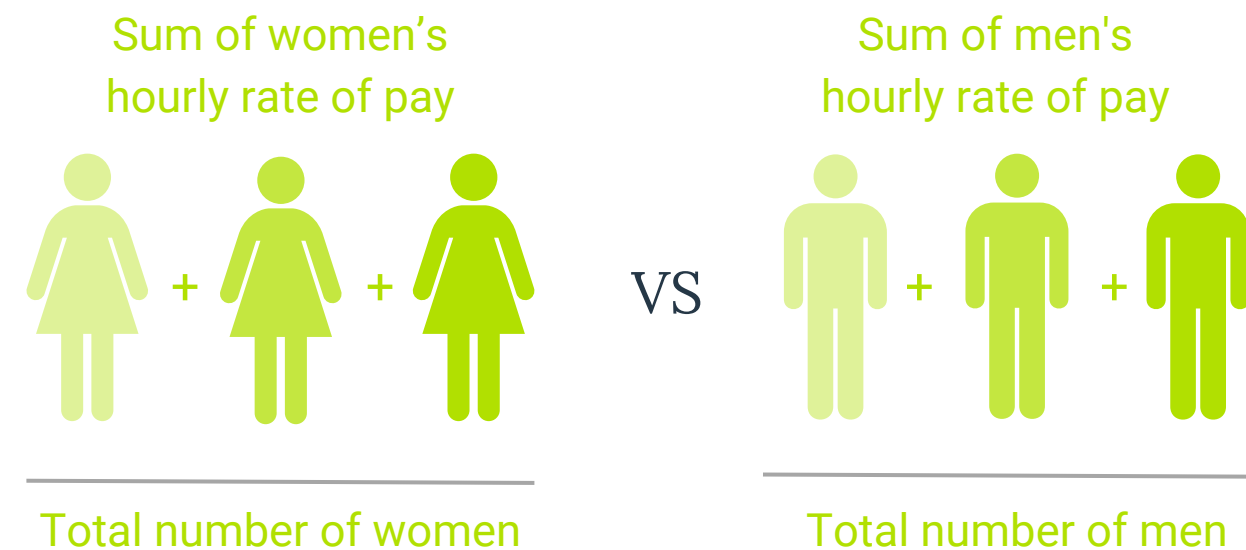
Median calculation

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 2023 data

Understanding the gap

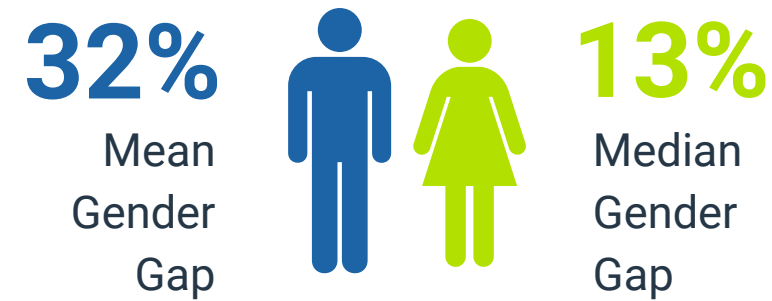
The gender pay gap report reveals a promising trend towards a more balanced workforce. The data shows a commendable effort in bridging the gap between men's and women's earnings, with the mean gender pay gap standing at 32% and the median at 13%. These figures represent the organisation's dedication to fostering an equitable work environment.

Notably, the proportion of women receiving bonus pay is slightly higher than that of men, at 71% compared to 70%, showcasing a positive step towards bonus pay equity. The quartile pay bands also reflect a commitment to gender diversity, with women's representation in the lower middle quartile achieving parity at 50%.

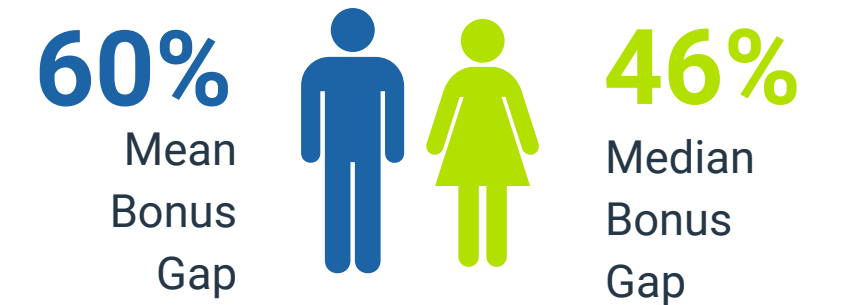
While the overall gender split has seen a decrease in the number of women employed compared to previous years, this shift presents an opportunity to focus on strategic hiring and development of female talent, particularly in higher-paying roles. The organisation's proactive approach in this area is expected to yield long-term benefits, contributing to a reduction in the gender pay gap and enhancing the diversity of our workforce.

In summary the report, though highlighting areas for improvement, also underscores the positive strides made towards equal pay. The organisation remains steadfast in its commitment to this cause, with ongoing initiatives aimed at empowering women and ensuring fair compensation for all employees. The journey towards pay equity is a continuous one, and the data serves as a valuable guide for future actions and policies.

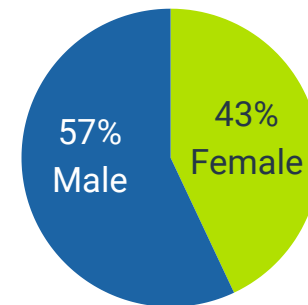
Gender Pay Gap



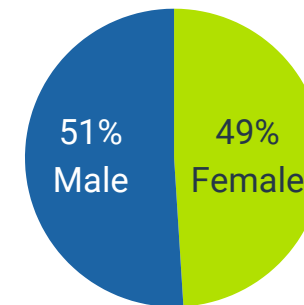
Gender Bonus Pay Gap



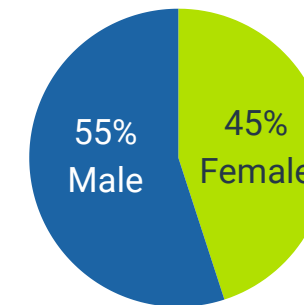
Proportion in each pay quartile



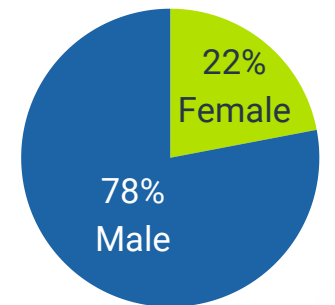
Lower



Lower Middle

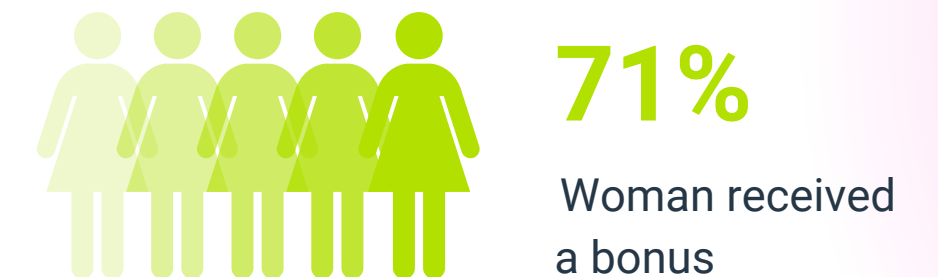


Upper Middle



Upper

Proportion receiving a bonus payment



“SHI’s Gender Pay Gap Report reflects our ongoing commitment to diversity, equity, and inclusion across our organization and recognizes the vital role women play in our continued success. The achievements we have made in reducing the Gap gap over the last year are a result of our concerted efforts to promote our culture of fairness and respect for all while acknowledging that there remains ongoing room for improvement.

Continuing our journey towards gender equality SHI is investing in an enhanced HRIS system to implement and accelerate job leveling, redefine career development pathways, and make ongoing improvements to our compensation strategy. These investments ensure our employees, regardless of their gender or any other factor, have equal access to applicable opportunities and are recognized and rewarded based on their skills, competencies, and contributions.”



Ellen Mass, Vice President of Human Resources

About our Action Plan

To date and beyond

Our ultimate aim is to achieve gender parity across SHI, at all levels. Our Action Plan, is a testament to our ongoing commitment to gender parity at SHI. We recognise that achieving this goal requires time, focus, and the development of targeted programs and initiatives. Our Action Plan reflects SHI's unwavering dedication to fostering a workplace culture that values diversity, equity, and inclusion, paving the way for a future where gender parity is not just an aspiration but a reality.



Women in Leadership

SHI's inaugural Leadership training program, open to all people managers, is designed to cultivate leadership skills across the organisation. We've also introduced a specialised training program for aspiring leaders, emphasising our dedication to nurturing future leaders



Flexible Working

Our commitment to an inclusive work environment is further demonstrated by our flexible working arrangements and hybrid workforce model. These initiatives support our employees' diverse needs, allowing them to balance their personal and professional lives effectively.



Support for Families and Carers

We continue to enhance our policies to support our co-workers' well-being, including improved Family leave benefits and a more comprehensive sick leave policy.



Compensation Strategy

Integral to our efforts is our investment in a sophisticated HRIS system, which bolsters our analysis and reporting capabilities. Implementing a system that supports equitable pay practices from hiring to talent development, promotions, and pay reviews, ensuring transparency and equality in compensation for all employees.



"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 2023."

Alexandra Stocker. Director of Human Resources - International