

exertis



# Gender Pay Gap Report 2025

This report sets out detailed results for the year to April 2025, together with the initiatives we have implemented to close our gender pay gap



# Understanding the gap

This information tells us that the overall gender pay gap is in favour of men. This gap is primarily driven by the demographics of our industry and the under representation of females in senior roles.

## Equal pay is different

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Equal pay is different from the gender pay gap. Equal pay deals with pay received by men and women for doing the same or similar roles, or work of equal value. We regularly review pay structures to ensure all colleagues are paid appropriately. Gender pay gap reporting means that even when pay is equal, there still may be a gender pay gap if there are more males than females in more senior and higher-paid roles.

### Hourly Pay

**20.26%**

#### Mean Gender Pay Gap

The mean pay variance shown is the difference between the average hourly pay of men and women

Increased by

**1.3%**

### Bonus Pay

**39.0%**

#### Mean Gender Pay Gap

The mean bonus pay variance shown is the difference between the average bonus pay of men and women

Increased by

**12.5%**

**11.72%**

#### Median Gender Pay Gap

The median pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women

Increased by

**1.9%**

**32.0%**

#### Median Gender Pay Gap

The median bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women

Increased by

**27.7%**



## Ordinary pay calculations

### Pay quartiles

The proportion of colleagues in each pay quartile according to their gender

Mean hourly gender pay gap		<b>20.26%</b>		Bonus pay calculations	
Median hourly gender pay gap		<b>11.72%</b>		Mean gender bonus gap <b>39.0%</b>	
Pay quartiles (male % on the left)	Lower Quartile	54.32%	45.68%	Median gender bonus gap <b>32.0%</b>	
	Lower Middle Quartile	57.41%	42.59%		
	Upper Middle Quartile	56.79%	43.21%		
	Upper Quartile	72.45%	27.55%		

**Lower Quartile**



Male	54.32%
Female	45.68%

**Lower Middle Quartile**



Male	57.41%
Female	42.59%

**Upper Middle Quartile**



Male	56.79%
Female	43.21%

**Upper Quartile**



Male	72.45%
Female	27.55%

## The percentage of colleagues receiving a bonus



**52.6%**

**up from 50.3% in 2024**

The proportion of male colleagues that received bonus pay in the twelve months prior to the 2025 snapshot date



**54.6%**

**up from 50.2% in 2024**

The proportion of female colleagues that received bonus pay in the twelve months prior to the 2025 snapshot date

## Our Gender Ratio

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This report uses a population of

**1433**

colleagues of which there is a

**59.5% : 40.5%**

split male to female

### Bonus Pay

Our bonus pay gap will fluctuate year on year depending on our level of bonus pay out. We have an overall mean bonus pay gap in favour of our male colleagues and our median bonus pay gap in the previous reporting period was extraordinarily low due to the unprecedented one-off cost of living bonuses, whereas it has increased and is normalised for this period. While the proportion of employees receiving a bonus increased for both groups, the gap has been impacted by a number of factors.

In July 2025, Exertis Enterprise was separated from Exertis UK and became a standalone business. Our reported gender pay gap figures include colleagues from this group due to the reporting timeframe. However, if this population were excluded to reflect the current structure of Exertis UK, the mean hourly pay gap would have improved by 0.69% compared to last year's data.

Most notably, the introduction of a bonus sacrifice into pension scheme led to several high value female bonuses being excluded from the calculation, as these amounts were not paid directly as bonus.

Bonus eligibility criteria remains gender neutral and consistently applied. Our bonuses are based on a % of salary and with more men holding senior positions they are therefore paid higher salaries and in turn receive higher bonuses.



**More men than women in senior roles**

Attracting more women to our sector remains a challenge, but we have made progress through a diversified recruitment approach, unconscious bias training, and a focus on equity. While our hourly pay gap increased by 1.3% this year, we are pleased to report a 6.9% reduction in our overall Gender Pay Gap since 2023. This improvement reflects the effectiveness of our initiatives.

We have seen balanced hiring of both men and women and positive outcomes in internal female progression. However, we acknowledge that attracting more women to technology and distribution roles continues to be a challenge. We are actively working to make these roles more appealing to women, fostering an inclusive and diverse workforce.

**Female MD-2 Population**



We are committed to developing talent and removing barriers for underrepresented groups. By supporting and retaining female talent, we are creating the senior female leaders of the future. Encouragingly, our MD-2 population has grown from 35% to 40% female this year, showing continued progress toward greater gender diversity in leadership.

Our mission is to *create a diverse and inclusive culture* where everyone feels valued, supported, and able to be their true self – because *inclusive workplaces are stronger workplaces.*



**Our inclusive culture**

In October 2024, we conducted our third Diversity & Inclusion (D&I) Pulse Survey, achieving a 60% response rate—a 10% increase from 2023. Feedback from colleagues, including those in underrepresented groups, rated our inclusive practices highly.

Since the 2023 survey, we have taken meaningful steps to strengthen inclusion:

- Expanded Employee Resource Groups (ERGs) and Support Groups, offering safe spaces for underrepresented communities, allies, and caregivers.
- Celebrated key awareness events such as National Inclusion Week, Black History Month, Pride, Mental Health Awareness Week, Neurodiversity Week, and more.
- Partnered with industry initiatives like TC4RE and hosted events such as EmpowHer and Pride in Progress.
- Supported Diversity Role Models through fundraising and volunteering to promote inclusive education in schools.



# Our Employee Resource Groups

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Employee Resource and Support Groups are a vital part of our D&I journey. These networks provide safe spaces for community members, carers, and allies to seek support, educate the business, and help everyone thrive.

In 2024, we introduced the Fertility Support Group to create a compassionate space for employees navigating fertility challenges. Informed by feedback, we launched a dedicated Fertility Treatment Policy in December 2024, reflecting our commitment to supporting colleagues through this journey.

# EMPOW Her

## WOMEN IN TECH — 2024

### **EmpowHer - Women in Tech event 2024**

Our flagship Women in Tech event, EmpowHer, took place on 10 October 2024, bringing together women, men, and allies to network and learn from industry leaders. With inspirational speakers, interactive workshops, and valuable networking sessions, EmpowHer 2024 was our biggest and most impactful event yet.

### **DEI Recognition Awards**

In 2024, our efforts in diversity, equity, and inclusion were recognised through several industry awards, including:

- DEI Award – Technology Reseller
- DE&I Initiative of the Year – AV Awards

- CRN Women & Diversity in Channel Awards 2024
- Diversity Champion of the Year – Winner
- Unsung Hero – Winner
- LGBTQIA+ Champion – Highly Commended
- Manager of the Year – Highly Commended
- Sales Employee of the Year – Highly Commended

These achievements reflect the passion and dedication of our teams and reinforce our commitment to driving positive change.



# Other activities include:

## Developing Female Talent

We are committed to advancing female talent through Accelerated Management programmes, apprenticeships, and initiatives such as Nexus—our Female Career Acceleration Programme. Nexus provides global exposure and development opportunities for high-potential women.

Our Inclusion Pathways Mentoring Programme fosters advocacy and progression for underrepresented groups through structured, meaningful partnerships. Additionally, nearly half of all participants in our apprenticeship programmes are female, supporting a more balanced workforce.



## Family-friendly policies

Throughout the year ending March 2025, we launched and updated our suite of family-friendly policies, detailing enhanced leave and pay entitlements. These policies cover maternity, paternity, adoption, parental leave, fertility treatment, foster care, pregnancy loss, parental bereavement, compassionate leave, and time off for dependents.

## Apprenticeships

We are proud to report, for the second year running, that nearly half of all individuals participating in our apprenticeship programs — whether through our internal initiatives or external qualification courses — are female.



## Token Man allyship

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We are proud to continue our partnership with Token Man as a gold sponsor of their annual Masculinity in the Workplace event, held on International Men's Day. This event is unique in the UK, designed to engage men in conversations about inclusion and diversity. It provides men with the tools and confidence to lean into these discussions while empowering women and non-binary colleagues to involve men as allies. Through this partnership, we aim to challenge stereotypes, promote gender equity, and create a culture where everyone feels responsible for inclusion.



## Core Strengths

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In 2024, we introduced Core Strengths training for managers and teams to enhance self-awareness and improve collaboration. These sessions focus on understanding individual motivators and communication styles, enabling teams to build stronger relationships and make better decisions. By embedding these practices, we aim to create a workplace where differences are valued and leveraged for innovation and success.



## Inside Out Podcast

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Our [Inside Out](#) podcast series shines a spotlight on the people behind Exertis. Through candid conversations, employees share their experiences, challenges, and perspectives on inclusion. Topics range from International Women's Day to mental health and allyship, helping to amplify diverse voices and foster understanding across the business. This initiative reflects our belief that storytelling is a powerful tool for driving cultural change.

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I confirm the data and information represented in this report are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.





**Together we can**



[www.exertis.co.uk](http://www.exertis.co.uk)