



Arrow ECS – 2018 Gender Pay Gap Report

Overview

As an employer of more than 250 employees, Arrow Enterprise Computing Solutions Limited (“Arrow”) is required to undertake Gender Pay Gap Reporting as required by the [Equality Act of 2010](#) (Gender Pay Gap Information) Regulations 2017.

This is Arrow’s report as of 5 April 2018.

The Gender Pay Gap Information focuses on the difference in pay levels between male and female employees, irrespective of their position or other factors, such as tenure within the company. This is different to the “equal pay”, where companies are required to ensure that male and female employees are paid for doing the same or similar work.

At Arrow, where roles are identical or similar in duties and responsibilities, employees are paid equal rates of pay, irrespective of their genders.

Arrow proactively addresses any issues of gender pay imbalances and is committed to attracting and maintaining a diverse and dynamic workforce.

Arrow Values:

Arrow complies with all applicable laws regarding equal pay for men and women, including any regulation requiring that men and women receive equal pay for:

- The same or broadly similar work;
- Work rated as equivalent under a job evaluation scheme; and
- Work of equal value.

Arrow is committed to equal opportunities and equal treatment for all employees, regardless of gender, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. All employees are trained on and agree to comply with [Arrow's Worldwide Code of Business Conduct and Ethics](#). It is against Arrow policy to make any employment decisions based on any of these characteristics, including rate of pay. Any employee found to have violated this policy will be disciplined up to and including termination of employment.

As part of Arrow’s ongoing efforts to proactively address any pay gap, Arrow also:

- Routinely carries out pay audits; and
- Evaluates job roles and pay grades to ensure an equitable structure.

After a thorough review of Arrow’s gender pay gap analysis, we find that the pay gap is not the result of Arrow paying men and women differently for same or similar work. Rather, the pay gap is the result of other factors, such as tenure with Arrow, experience, or required skill sets.

Ongoing Efforts:

Irrespective of the fact that the Gender Pay Gap Information does not accurately portray Arrow’s salary structure and framework, Arrow is committed to taking additional steps to address any pay gap, including those under the Gender Pay Gap Information.

Advancing inclusion and diversity is a strategic imperative at Arrow as evidenced by the following:

- The commitment to participate in benchmark studies that assess career advancement practices, work-life balance issues, and diversity;
- The formation of a global Inclusion and Diversity Advisory Council to develop and implement a roadmap for leadership accountability, education and awareness, program and event sponsorship, and communication; and

