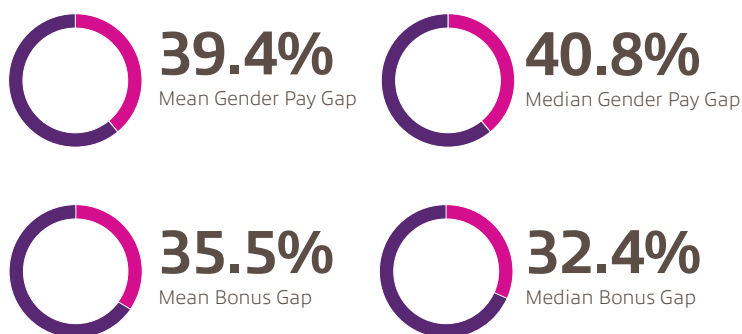
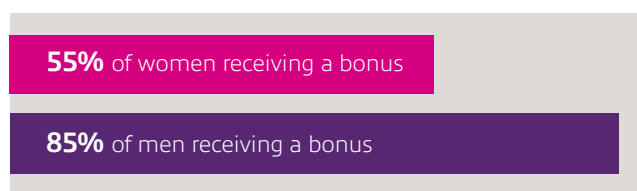


Gender Pay Breakdown



Gender Bonus Gap

Proportion of males and females receiving a bonus:



*Figures supplied are correct as of March 2019.

Proportion of men and women in each pay quartile

Salary quartiles	% Women	% Men
Upper quartile (high earners)	18%	82%
Upper middle quartile	23%	77%

Salary quartiles	% Women	% Men
Lower middle quartile	43%	57%
Lower quartile (low earners)	46%	54%

Our Ongoing Commitment

Best Practice

- EMEA-wide working group formed to support and develop ongoing initiatives that promote diversity and inclusivity at Insight.
- Pursue our commitment to ensuring an inclusive agenda as a signatory of the Tech Talent Charter and Tech She Can Charter.

Talent Acquisition

- Reduce unconscious bias during the recruitment process; providing a diverse set of interviewers where possible, as well as leveraging AI-powered tools to ensure job advertisements are fairly represented.
- Community engagement and partnerships with local charities, schools and academies, such as University Academy 92, to improve employability skills for the next generation workforce.
- Two year graduate programme launched in 2019, InsightEDGE, to build and develop the workforce of the future through a diverse set of graduates.

Learning and Development

- Provide ongoing development opportunities for all our teammates with our dynamic and evolving career structure programme. This gives all teammates support throughout their career at Insight, optimising and honing in on individual strengths and talent.
- Further develop and enhance our purpose driven leadership and high performance development programmes to encourage talent progression.

Declaration

I confirm that calculations contained in this report have been made in accordance with and are accurate to the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2018 as taken on the snapshot date of 3rd April 2019.



Emma de Sousa
Managing Director, Insight UK

Visit the [UK Government](#) site to learn more.