

# UK Gender Pay Report 2021

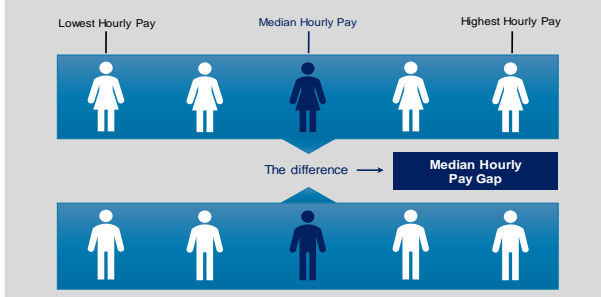


**Publishing the Gender Pay Gap data is an opportunity to foster deeper understanding among our teams around the Gender Pay Gap and an opportunity to show how the Business moves forward on equality issues.**

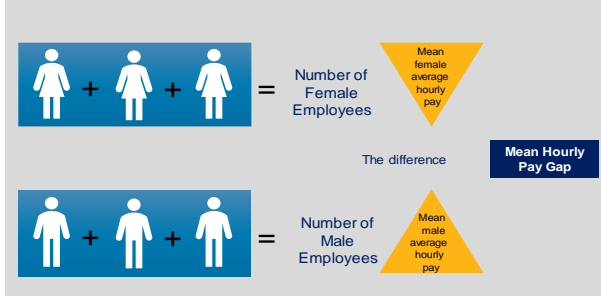
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap, showing how large the pay gap is between their male and female employees.

The figures reported are based on calculations set out in the Regulations and must be reported every year.

## How we calculate the gender pay gap median difference



## How we calculate the gender pay gap mean difference



*“Vertiv is committed to delivering initiatives to improve our ability to attract, engage and develop a diverse workforce and to achieve more of a gender balance. Through internal initiatives to address under-representation of women in technical and senior management roles we are reducing our gender pay gap. It is acknowledged that meaningful change will take time, however the improvements seen in our gender pay gap demonstrate that we are having a positive impact by seeing more bonuses paid to female colleagues and we are seeing higher female representation in roles in the Upper Middle Quartile.”*

*We are investing in coaching and mentoring to support all our employees to build confidence, improve internal networks and enhance their career development within the organisation. We are also improving our succession planning, performance management, recruitment and training programmes to ensure they support a culture of increased diversity and inclusion.”*

**Wayne Searle**

Vice President, Human Resources, EMEA  
March 2021

## Definitions

### The principle of equal pay is:

The right for men and women to receive equal pay for equal work.

### The gender pay gap:

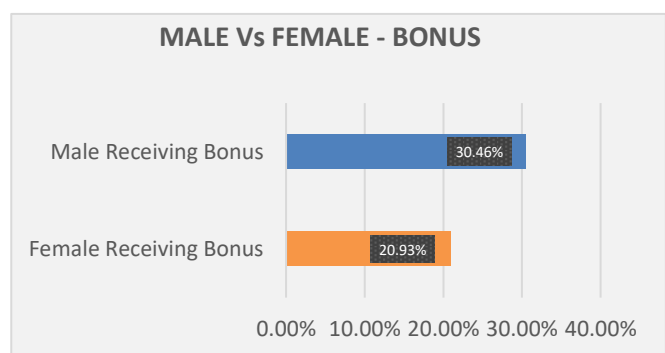
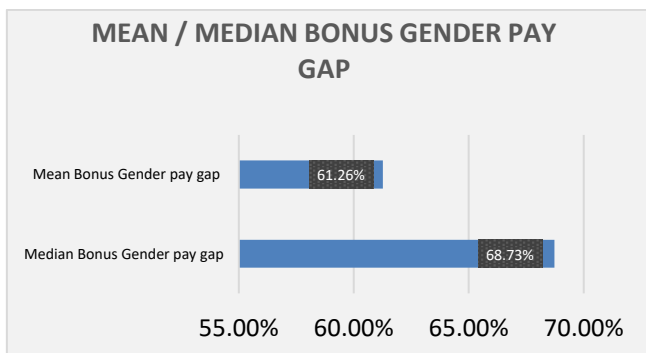
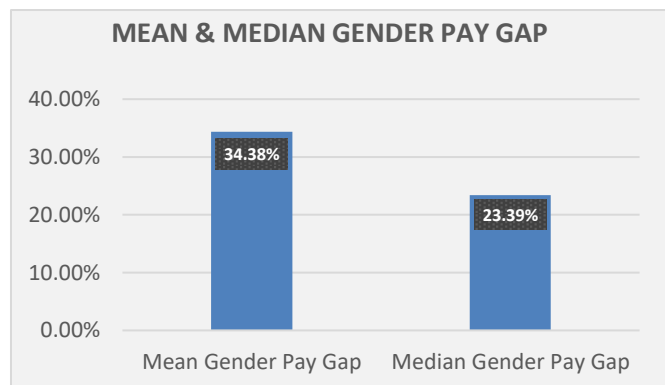
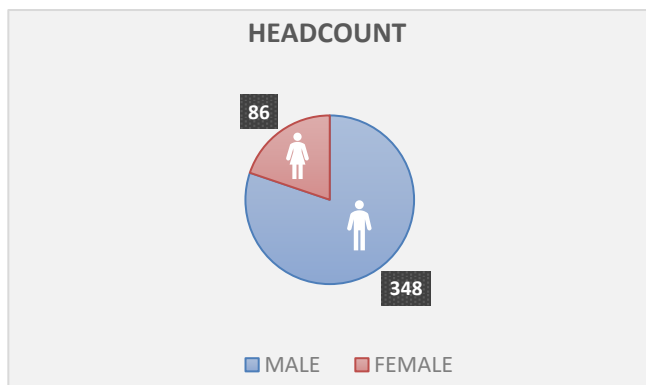
the difference in the average hourly pay between all male and female employees by the mean (or average) and the median (or the middle value in the range of hourly earnings) differences between pay and bonuses for men and women across the organisation, irrespective of their role or level in the organisation.

# Gender Pay Report - 2021 Results

**A diverse workforce is an important force for innovation, we believe that diversity is crucial to our ability to function effectively and will ensure the long-term success of Vertiv.**

We believe that the following data reflects our company demographics and that we pay every employee (male/female) fairly and comparably for doing comparable roles.

- Vertiv is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.
- The main reason for our gender pay gap is that we currently have a lower representation of women in Technical roles and external Sales roles. Women receiving Bonuses are predominantly in internal Sales roles, which command a lower overall remuneration than in external Sales roles, where we currently have a higher proportion of men. Further, we have a lower representation of women in senior roles.
- We are working diligently to address the under representation of women in these roles through initiatives such as those mentioned on page 1. We recognise that closing the Gender Pay Gap will take some time to achieve and we are committed to attracting a workforce that is diverse.
- Benchmarking is one way to encourage and assist us to drive change in the Gender Pay Gap.



**Salary Quartiles** - The proportion of males and females in each quartile pay band is as follows:

	<div> <div></div> FEMALE % OF TOTAL QUARTILE </div>	<div> <div></div> MALE % OF TOTAL QUARTILE </div>
Upper Quartile	6.5%	93.5%
Upper Middle Quartile	18.5%	81.5%
Lower Middle Quartile	13.8%	86.2%
Lower Quartile	40.4%	59.6%