

Gender Pay Gap Statement

Ingram Micro Australia is committed to gender equality in our workplace. We recognise gender equality as an important issue which requires a proactive response. Gender equality provides everyone the ability to contribute, grow and succeed in our organisation.

We promote a supportive and inclusive culture along with equal opportunities in employment. All employees will receive equitable treatment regardless of how they identify in terms of sex, gender identity, partner or parent status, pregnancy, sex or sexual orientation.

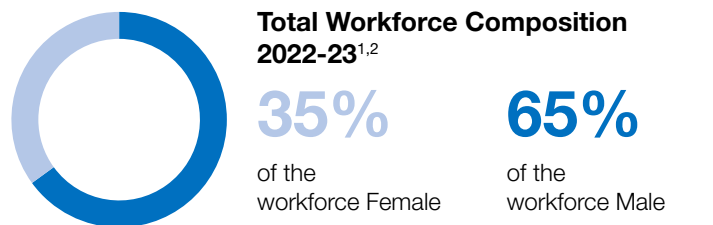
Gender Pay Gap vs Equal Pay

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles and seniority). Our gender pay gap is not a result of equal pay issues rather the number of men we have working in senior roles.

Equal Pay is our legal obligation to pay men and women equally for equal work. We take a gender-neutral approach to pay across all levels of our organisation. This is reviewed regularly to ensure fairness is maintained.

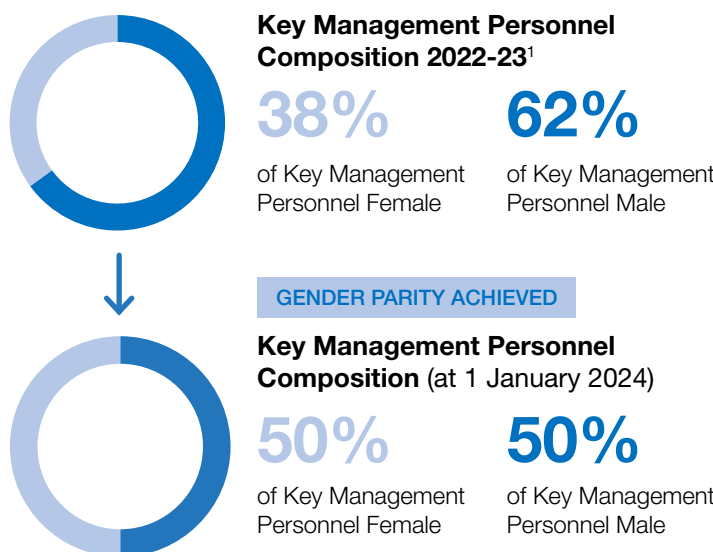
Ingram Micro v Industry Gender Pay Gap 2022-23¹

Ingram Micro Median Gender Pay Gap by base salary is 8.8%	Industry Median Gender Pay Gap by base salary ³ is 10.1%
Ingram Micro Median Gender Pay Gap by total remuneration is 10.1%	Industry Median Gender Pay Gap by total remuneration ³ is 10.4%



Ingram Micro Gender Pay Gap vs Prior Period

	2021-22	2022-23
Median total remuneration	15.4%	10.1%
Median base salary	10.9%	8.8%



Understanding Our Gap

Our gender pay gap is mainly driven by having fewer women in management and higher paid roles. This includes having fewer women in management roles as a percentage of our workforce than women as a percentage overall. A more balanced distribution of men and women at all levels of the organisation will assist to narrow our gender pay gap. Secondary drivers include women being overrepresented in take up of paid and unpaid parental leave and part-time employment.

The underlying causes which contribute to gender pay gaps are historical and complex. Despite this we are determined to continue to analyse the drivers of our gender pay gap and to focus on our recruitment, retention and mobility practices to support a reduction in our gender pay gap over time. Mitigating unconscious bias is at the heart of all our people processes.

Our HR and management team work closely with our Company Directors on sharing our gender pay data reporting and collaborating on strategies to progress gender equality outcomes.

1. The figures for 2022-23 are data for 1 April 2022 to 31 March 2023 as reported to WGEA
 2. There are currently no employees self-identifying as non-binary or other gender categories
 3. WGEA Industry Data for Wholesale Trade (F) Machinery & Equipment (34) for 2022-23

Gender Pay Gap Statement

Our Actions



Recruitment

As an employer within the technology ecosystem, we are committed to supporting more women to start a STEM career with us and to bringing more talented women into our organisation.

Our recruitment practices maintain a focus on how we attract more diverse and female employees. By January 2024 we increased our overall percentage of women in the organisation to 37% and we're dedicated to increasing this further.



Progression

We continue to support our employees to ensure both men and women have opportunities for advancement. In 2023 52% of participants in our suite of Talent Development Programs were female. In January 2024, the composition of our Executive Leadership Team became 56% female and 44% male. We're now focused on our senior manager cohort and talent pipeline.

By January 2024 we increased the total number of female managers in our organisation by 7% (to 35%), compared with the 2022-23 reporting period, and we intend to build on this gain.



Retention

We continually strive to be a more inclusive organisation and culture. Our family-friendly policies enable all employees to take paid parental leave regardless of gender, and our flexibility supports both parents and carers to achieve a balance between work and family life.

Our October 2023 engagement score shows that 89% of our people report feeling a sense of inclusion and belonging at work, ranking us as above the survey high-performance norm. We regularly conduct education sessions on inclusion, safety and respect in the workplace.



Remuneration

Ingram Micro's compensation philosophy is to attract, motivate and retain our associates with remuneration decisions made by our people leaders based upon key remuneration benchmarking principles of the role being performed, experience and performance of an associate.

Our globally designed levelling / grading system with structured salary ranges supports these key benchmarking principles.

Our Strategy: 2024-2026

Our journey continues to evolve with our Gender Equality Strategy.

Our plans include:

- Developing greater insights into candidate demographics and creating a more inclusive candidate experience.
- Advanced education for leaders on inclusive hiring and mitigating unconscious bias in key people decisions.
- Purposeful career development conversations and talent program opportunities.
- Further developing our family and carer friendly workplace practices.