

UK Gender Pay Report 2020

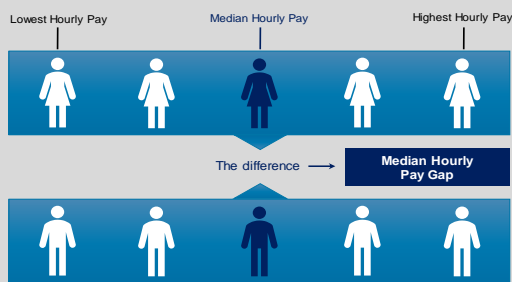


Publishing the Gender Pay Gap data is an opportunity to foster deeper understanding among our teams around the Gender Pay Gap and an opportunity to show how the Business moves forward on equality issues.

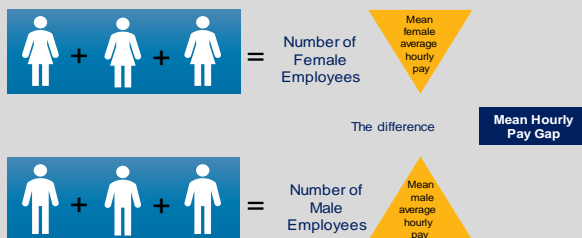
The Gender Pay Gap Reporting Regulations require all employers with 250 or more employees in the UK to report their gender pay gap, showing how large the pay gap is between their male and female employees.

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. We are confident that achieving this balance will reduce our gender pay gap and we expect it to take some time, but we are committed to being transparent about our progress and recognise that meaningful change will take time.”

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

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Definitions

The principle of equal pay is:

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

The gender pay gap:

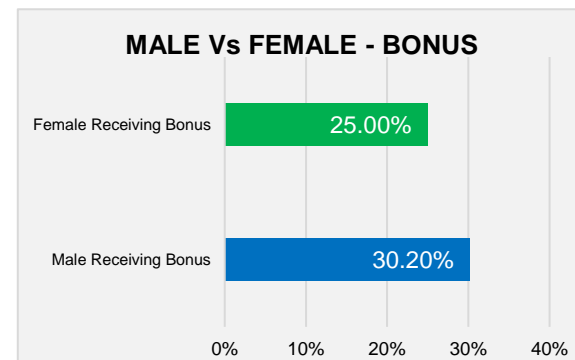
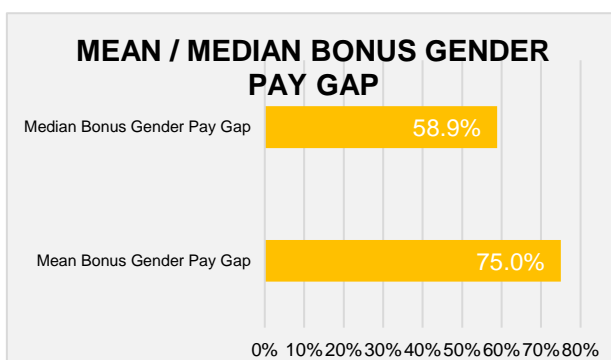
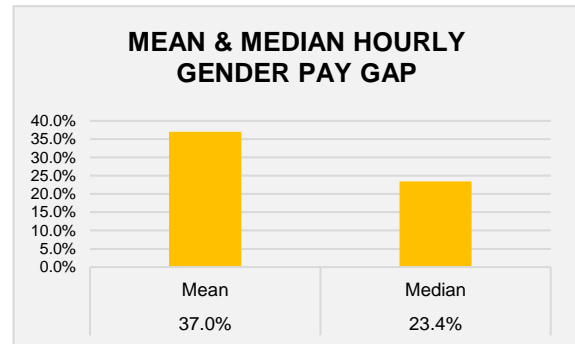
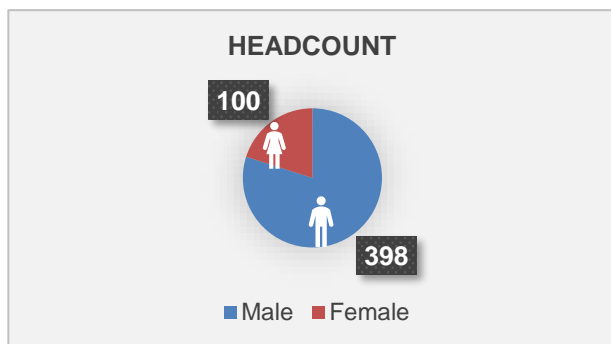
the difference in the average hourly pay between all male and female employees by the mean (or average) and the median (or the middle value in the range of hourly earnings) differences between pay and bonuses for men and women across the organisation, irrespective of their role or level in the organisation.

Gender Pay Report - 2020 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:

	FEMALE % OF TOTAL QUARTILE	MALE % OF TOTAL QUARTILE
Upper Quartile	7.3%	92.7%
Upper Middle Quartile	15.3%	84.7%
Lower Middle Quartile	16.8%	83.2%
Lower Quartile	40.8%	59.2%