

# GENDER PAY GAP

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REPORT 2023



**Lenovo**<sup>TM</sup>

# Introduction

Working towards a world with increased gender parity and equality is a long-term mission for Lenovo in the UK. Diversity and inclusion is at the heart of what Lenovo does, and the past year has seen significant milestones achieved in the UK in terms of both representation and compensation. Ensuring that women are represented at all levels within Lenovo, and in particular at senior management level, is a long-term ambition, with our steady progress driven not just by work within the company to foster and grow talent, but also by our partnerships with outside groups and work in the wider community.

Our work towards this goal includes efforts to bring in women at the senior management level (an area which has seen welcome gains over the past four years) as well as an ongoing commitment to support women from the start of their careers.

An important part of this work are employee groups which support and empower women, offering them the skills and connections for their next move. The past year has seen the launch of the newly created AWLA programme (Advancing Women Leaders Academy), which aims to strengthen the platform and support available to women within Lenovo, and help women achieve their next big move.

Lenovo has continued to work closely with the local community to inspire the next generation of STEM talent, working in schools and at local events to educate young women on the potential of technology careers. Lenovo has also partnered with groups such as *everywoman* to support women in the workplace.

In this report, we'll discuss some of the big milestones we have achieved in the year to April 2023, as well as the longer-term actions we are taking to address the gender pay gap at Lenovo. This is a concerted effort, taking in everything from management training and recruitment policies, to inspiring the next generation of technologists.

## Progress on gender equality

- Women employees rise to 33.56%**
- Launch of Advancing Women Leaders Academy (AWLA)**
- 4.4% more women in the upper pay quartile**
- 26% of senior roles held by women in 2023**

# Gaining ground

Lenovo champions diversity and equality worldwide, with our UK offices working in step with colleagues around the world. Operating in more than 180 markets and with 77,000 employees worldwide, the company has set an ambitious goal to reach 27% female executive representation by 2025, having exceeded its previous goal and reached 21% by 2020.

The company's efforts are overseen by a Diversity and Inclusion Board, made up of 10 senior leaders from around the world, dedicated to building a diverse workforce and inclusive culture in Lenovo offices worldwide.

Lenovo's Intelligent Devices Group employs 444 people at its UK sites in Farnborough and Glasgow, as of 5th April 2023, with employees from the company's smartphone, Smart Devices and PC divisions. Lenovo's Infrastructure Solutions Group (ISG) employs fewer than 250 people in the UK, so these statistics are not included in this report.

At Lenovo, we are committed to sponsoring a strong pipeline of diverse talent, and are working in the UK to deal with structural issues around employment compensation. To address this, Lenovo has taken a proactive approach to developing existing staff, and to hiring women at senior levels. Hiring managers at Lenovo receive training on equitable interview processes to help improve diversity in the workplace.

The year until April 2023 saw an increase in the number of women employed at Lenovo IDG in the UK, with 149 women employees out of 444 total in the UK (33.56%). This rise has been driven by an increase in the number of women in non-sales roles, with 81 women now employed in non-sales roles, including hires in senior management positions.

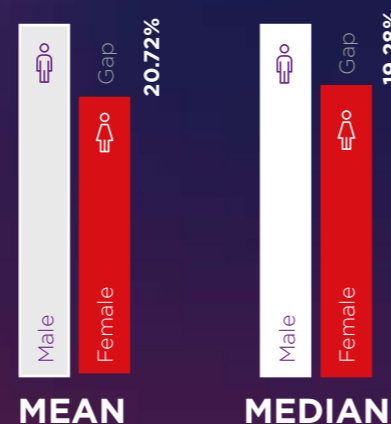
These hires have driven a significant reduction in both the mean and median pay gap in Lenovo's UK operation. The mean gender pay gap (differences in average pay levels) is now 20.72% as of April 2023. The median pay gap (the difference in the midpoints in the ranges for women and men) is 19.28% in the April 2023 data. This represents a significant improvement over the 2022 figures which saw a median pay gap of 32.35% and a mean pay gap of 27.22%.

38% of Executive Director roles at Lenovo UK are held by women and the company has seen an increase in women in senior positions in non-sales roles. In 2020, just 17% of senior roles at Lenovo were held by women: by 2023, this figure has risen to 26%. In tandem with this effort to hire women in senior roles, Lenovo continues to nurture women from the start of their careers, helping to develop them as they rise through the organisation.

Women's financial compensation has correspondingly risen across the organisation, with 4.4% more women in the upper pay quartile (23.42%) and 4.7% more women in the upper-middle pay quartile (31.53%), accompanied by a drop in the number of women in the lower middle and lower pay quartiles.

## 2023 Results

	2019 Report	2020 Report	2021 Report	2022 Report	2023 Report
No. of employees	290	326	344	393	444
Mean pay gap	29.02%	27.92%	24.39%	27.22%	20.72%
Median pay gap	33.18%	32.48%	29.60%	32.35%	19.28%



This past year has seen significant progress in representation the organisation, and a welcome uptick in the pay of women in Lenovo UKI, with the median gender pay gap at a historic low of 19.28%



## Boosting STEM in the community

Lenovo has also continued its proud tradition of working closely with the local community and with non-profit organisations to inspire young women to study STEM subjects. Lenovo is a supporter of digital equity, ensuring equal access to digital technology through promoting digital literacy and addressing affordability barriers.

Lenovo works with award-winning UK social enterprise Stemettes, with Lenovo UK employees volunteering their time over the past two years to inspire girls and young women aged 5-25. Lenovo employees have worked with local children and young people on hackathons at the company's offices in Farnborough and Glasgow, with students solving problems using technology to boost skills around creativity and innovation.

Lenovo has also supported 'Tap and Tinker' events in local schools where students build apps and websites, with one of 2023's events run in partnership with Dreamworks. Stemettes and Lenovo have worked to encourage young women, particularly those from disadvantaged backgrounds, with technologists offering insights into the world of tech and the potential career opportunities it offers.

Lenovo's partnership with EBP (Education Business Partnership) South has continued through 2023, with 1,400 students engaging in events with Lenovo and EBP South and £15,000 invested to educate students about the opportunities of careers in the tech sector.

One event with EBP South saw 894 students aged between 11 and 16 attend, with the two-day event aiming to inspire young people (and girls in particular) to think about STEM careers. Students were able to take part in a team-based educational event, and spoke to technology experts from Lenovo, with attendees saying that the event worked to support young people's educational and career pathways.

## Awards and partnerships

In 2022, Lenovo took an important step in advocacy for women in the workplace worldwide, endorsing the United Nations Women's Empowerment Principles (WEPs) which offer guidance on how to empower women in the workplace and promote gender equity. The company is also committed to the UN's Sustainable Development Goal 5.5, which calls for women's full participation and leadership through equal opportunities by 2030.

Lenovo EMEA also announced a partnership with *everywoman*, a global organisation which works to support women in the workplace as they progress their careers. The organisation has a presence in more than 100 countries and has an active network of more than 45,000 members dedicated to driving the development of women in management.

Lenovo EMEA employees now have access not only to the *everywoman* network, but also to the Tech Hub, an online destination which encourages career growth.

Lenovo has also signed The Microsoft Partner Pledge with an ongoing commitment to drive Diversity and Inclusion as a core tenet of Lenovo's business.

The European Network for Women in Leadership (WIL Europe) is a network of senior leaders and emerging women leaders in the private, public, non-profit and academic fields across 36 countries. Since 2010, the programme has provided a platform whereby these women can meet and exchange, network, and identify opportunities and ideas that are not available in their immediate social and professional circles. Lenovo is a partner company and currently has 2 employees in the programme.

The Lenovo EMEA Diversity Manager of the Year Award is an annual award that aims to identify and acknowledge the leaders who are making a difference within DE&I. The nominations are assessed against gender parity within a team, promotion and recruiting policies in favour of gender diversity, implementing feedback from the Lenovo Listens employee survey, and actions in favour of diversity in general. The UK's winner this year is Lisa Ergun, Platinum Partner Manager for Lenovo.

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*The past year has seen significant and measurable progress in our work towards a workplace where anyone can thrive regardless of their gender, and where women drive the future of Lenovo in leadership roles.*

*The 12 months up to April 2023 has also seen significant building blocks, in terms of work with groups inside Lenovo and out, to create a long-term pathway for women to reach senior management and thrive there. Working with young people in the UK and beyond, we hope to inspire the next generation of technology talent, and work towards a happier, more equitable future.*

**Preben Fjeld**  
Acting UKI MD, Lenovo

## Going forward

The year to April 2023 has seen Lenovo UK reach several important milestones when it comes to gender equality, with hires at senior level and measurable gains in both compensation and representation throughout the country. But Lenovo will not rest on its laurels when it comes to our goal of increased gender equality.

In the UK, all roles above mid-senior level have a woman present at the interview stage, and efforts to ensure women are included in candidate shortlisting are taken at all levels. Lenovo also continues to work via its Student Placement Programme and Apprenticeship Training to develop young talent.

Lenovo's graduate EAGLES programme (EMEA Academy for Graduates in Lenovo Sales), a two-year rotational course across the business, has a 50-50 ratio of women and men, with a second cohort due to begin in September 2024.

Across the business, Lenovo takes effort to foster diverse and inclusive systems, including student placement programmes and apprenticeships. The UKI Key Talent Programme is now entering its third year and previous participants are now to be found in senior and management roles within the business.

Employee Resource Groups (ERGs) are an important part of Lenovo's mission to create a diverse and inclusive workplace. Women in Lenovo (WIL) was Lenovo's first ERG and has a chapter in the UK which focuses on supporting and cultivating women's careers. The Menopause ERG works to educate employees on the topic of the menopause, with webinars on everything from nutrition to how to discuss the menopause with managers. Lenovo UKI has committed to becoming a menopause friendly workplace.

Lenovo's Advancing Women Leaders Academy (AWLA) aims to boost leadership capabilities and business knowledge among women in Lenovo UK. This year, seven women in the UK are taking part in AWLA, with a goal to boost their readiness for potential career moves as well as engaging with senior leaders in EMEA.





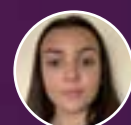
During my tenure at Lenovo, I've witnessed a noticeable shift in our approach to supporting female talent within the UK business. This change isn't just theoretical; I've personally experienced its impact on my professional journey. Recently, Lenovo supported my aspiration to progress further and as a result, I was honoured to be nominated for the WIL Europe Talent Pool Leadership Programme. This initiative offers a unique platform to develop leadership skills, connect with accomplished women from diverse sectors and organisations, and broaden my horizons.

Lenovo's commitment to my growth and personal development speaks volumes about their dedication to fostering talent and promoting equality. They recognise that investing in female talent contributes not only to our personal success but also to the overall success of the organisation. As I continue to learn, lead, and thrive, I am grateful for the opportunities Lenovo provides and the positive impact it has on my career trajectory.



**Lisa Ergun,**  
**Platinum Partner Manager, Lenovo UK**

As a participant of the Lenovo EAGLES (EMEA Academy for Graduates in Lenovo Sales) Rotational Programme, I am lucky enough to experience the incredible support offered to young talent at Lenovo. It has been great to be a part of a European cohort with so many other graduates, of which 60% are female! Lenovo has broken down the stereotypical barriers of what can be perceived as a very male-dominated sector. It is inspiring to see women in management and executive roles, and a passion amongst all to celebrate and support everyone within the business, regardless of gender.



**Eleanor Stephens,**  
**Business & Sales Graduate, Lenovo EMEA**



I confirm that the data and information presented in this report is accurate and meets the requirements of the UK Equality Act (Gender Pay Gap Information) Regulations 2017.

*Paula Caldwell*

Paula Caldwell  
Chief Financial Officer, Lenovo UK and Ireland