

# Gender Pay Gap Report

2024



**Lenovo**<sup>™</sup>

# Introduction

Lenovo’s long-term mission in the UK is to enhance gender parity and equality. Creating an inclusive workplace where everyone can succeed is central to Lenovo’s operations.

Over the past year, Lenovo has measured changes in representation and benefits that reflect these values, and the past year has seen significant achievements in both. This progress is driven by internal efforts to nurture talent, and partnerships with external groups and the wider community.

Lenovo has measured a five-year trend of increased numbers of women in senior management. Employee groups and programmes play a crucial role in empowering women by providing skills and connections for career advancement.

The AWLA (Advancing Women Leaders Academy) programme has successfully continued, strengthening support for women within Lenovo UK and helping them achieve their career goals.

Lenovo also engages with the local community to inspire the next generation of STEM talent, working in schools and at local events to highlight technology career opportunities. Partnerships with groups like everywoman further support women in the workplace.

This report will cover major milestones achieved up to April 2024 and outline long-term actions to address the gender pay gap at Lenovo. This comprehensive effort includes management training, recruitment policies, and inspiring future technologists.

### Progress on gender equality

- ✔ 27.93% of senior roles held by women in 2024
- ✔ Mean gender pay gap 9.41% - down from 20.79% last year
- ✔ 31.88% of total UK employees are women

# Significant progress

Lenovo is committed to promoting inclusion and innovation globally, with its UK offices aligning with this mission. Operating in over 180 markets and employing 69,500 people worldwide, Lenovo leads the industry in global representation of women in technical roles (29%), having already surpassed its previous goal by reaching 21% in 2020.

An executive board consisting of 10 senior leaders from around the world oversees Lenovo’s workplace inclusion efforts, ensuring that Lenovo’s principles of mutual respect and inclusion are reflected across its global offices.

As of April 5, 2024, Lenovo employed 483 people at its UK sites in Farnborough and Glasgow, spanning the smartphone, Smart Devices, Solutions & Services and PC divisions. The Infrastructure Solutions Group (ISG) employs fewer than 250 people in the UK, so its statistics are not included in this report.

Lenovo is dedicated to fostering a strong pipeline of talent that reflects its global customer base. It works to address structural issues in employment compensation for its entire organisation through pay gap analyses, training that helps the workforce understand bias, and specialised training for managers around fair interview processes.

In the year leading up to April 2024, the number of women employed at Lenovo in the UK increased to 154 out of 483 total employees (31.88%). This growth was driven by a rise in women in non-sales roles, with 96 women now in these positions, including senior management hires.

These efforts have significantly reduced both the mean and median pay gaps in Lenovo’s UK operations. The mean gender pay gap decreased to 9.41% in April 2024 from 20.79% in 2023, while the median pay gap dropped from 19.28% in April 2023 to 17.7% in April 2024.

In 2020, only 17% of senior roles at Lenovo UK were held by women. By 2024, this figure had risen to 27.93%. Lenovo is focused on

providing advancement opportunities for all, across the talent pipeline and career journey.

# Inspiring women and girls

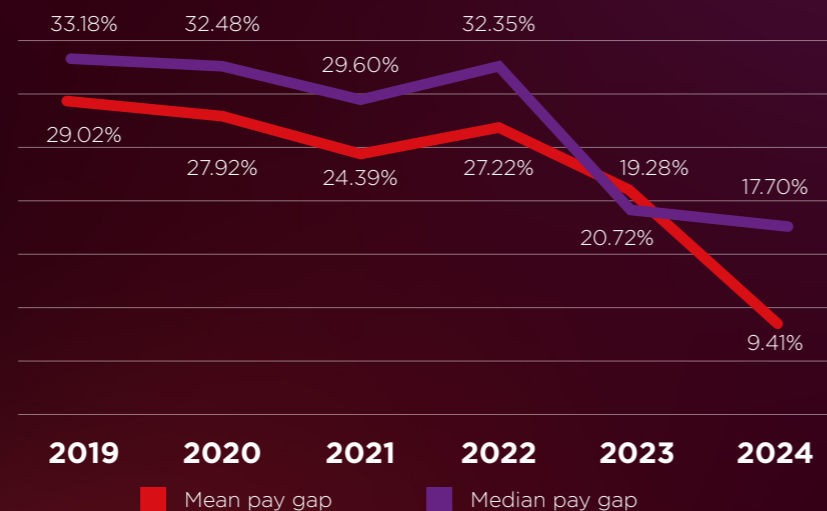
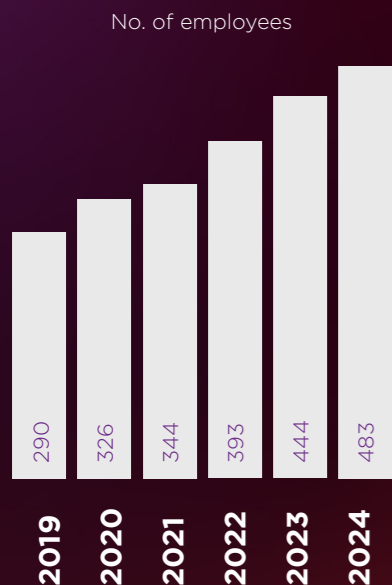
Lenovo continues to work closely with local non-profit organisations and community groups in the UK to inspire young women to engage with technical subjects, pursue STEM education, and build careers in the technology sector. Lenovo’s work with the award-winning UK social enterprise Stemettes has continued with hands-on events across the UK.

Lenovo recently delivered 40 ThinkBook laptops, funded via Lenovo’s Digital Equity programme, for use in Stemettes events and hackathons, ensuring attendees can be ‘hands-on’ with technology. Events in 2024 included a ‘Crack the Code’ workshop at Wavell School, where Lenovo volunteers worked with girls across multiple year groups to complete a sustainability-focused technology task, which involved designing a smart appliance to reduce energy consumption using TinkerCAD 3D models.

The Lenovo Stemettes Leadership Academy aims to equip young women with not only the STEM skills they need to get ahead, but also crucial industry connections and knowledge of the sector. At a recent event, Lenovo hosted 50 students from local schools, helping the girls make contact with industry leaders and understand the career paths on offer in STEM. Such events will be crucial to tackling the challenge of the gender gap in STEM over the long term.

Lenovo also supported the unveiling of a white paper from Stemettes, “Equitable Curriculum Reform,” a roadmap to reshape the GCSE and A-level STEM curriculum, which calls for an inclusive school curriculum with more emphasis on women role models in technology.

## Results



Lenovo's partnership with EBP (Education Business Partnership) South continued into 2024, with hundreds of students attending events such as Get Inspired Basingstoke. The event saw young people aged 11 to 16 educated about opportunities in the tech sector. Students were able to speak to Lenovo experts about careers in tech, as well as taking part in hands-on activities, with a goal of inspiring young people to pursue STEM careers.



The past year has seen multiple important milestones for the representation of women in Lenovo UK, with 27.93% of senior roles held by women in 2024, compared to 17% just five years ago.

## Partnerships and awards

Lenovo has continued to innovate to drive gender equality worldwide, including dealing with emerging challenges such as artificial intelligence. In 2022, Lenovo committed to the UN Women's Empowerment Principles as a member of the UN Global Compact. Since the same year, Lenovo has participated in Target Gender Equality, a UN-backed gender equality accelerator programme. Lenovo is also committed to the UN's Sustainable Development Goal 5.5, which calls for women's full and effective

participation and equal opportunities for leadership at all levels of decision-making.

Lenovo is also pioneering ethical and responsible approaches to AI, including for gender-fair AI. In 2024, Lenovo committed to UNESCO's Recommendation on the Ethics of Artificial Intelligence to build ethical AI with inclusive data sets. Lenovo supports the work of AI inclusion pioneers Cercle InterL and the Women and AI Charter for gender-fair artificial intelligence.

Lenovo has built a robust framework to ensure gender-fair AI, with the establishment of a Lenovo Responsible AI Committee, supported by Lenovo's Product Diversity Office, which assesses every AI solution for ethical and gender bias compliance.

Lenovo EMEA's partnership with everywoman continues, with the organisation providing Lenovo employees with resources and networking opportunities, and offering a space for women at Lenovo to discuss the challenges faced by women in technology.

Lenovo's Employee Resource Groups (ERGs) remain a core part of the company's mission to drive inclusion in the workplace. The UK chapter of Women in Lenovo (WIL) works to support and advocate for women at all stages of their life and careers, while the Menopause ERG helps to educate employees on menopause-related issues and support women affected by the menopause.

The 10 women on the Menopause ERG steering committee have been 'menopause trained' to signpost women to where they can get help, with an online SharePoint offering a reference guide to help women have more informed conversations with their GP, as well as providing advice for family members.



Hires in both sales and non-sales roles have seen rapid and measurable progress on the gender pay gap in Lenovo UK, with the mean gender pay gap having dropped by more than 50% over the last year.

We have seen significant and satisfying progress on gender equality in Lenovo UK, with particular progress on the gender pay gap. But this is not a time to rest on our laurels: we are redoubling our efforts to boost inclusion within the organisation and in our local communities, working towards a fairer future for women in the UK.

### Adrian Criddle

Vice President and General Manager, Lenovo UK & Ireland

## Towards a fairer future

The year to April 2024 has seen large and measurable gains for Lenovo UK in terms of gender equality, with a substantial drop in the gender pay gap at the company, accompanied by a rise in women in senior and non-sales roles. For Lenovo, increased gender equality is a long-term goal, and the company is setting goals to ensure progress on this important issue continues.

Lenovo has set ambitious targets worldwide to ensure that hiring managers are presented with diverse slates of executive candidates. Lenovo's

Talent Acquisition (TA) teams have processes in place to promote inclusion throughout Lenovo's recruitment processes. In the UK, interviews for all roles above mid-senior level have a woman included at the interview stage, and Lenovo is working towards ensuring a woman is present for interviews at all levels.

Two important forthcoming policy changes will also help women in the workplace with families or caring responsibilities. A new policy on emergency leave for dependents offers all employees the flexibility to take time off due to unforeseen emergencies with dependents, allowing employees to deal with critical family needs without worrying about their workload. And a new Carer's Leave policy offers support for employees who care for dependents, helping employees to fulfill caregiving responsibilities while working for Lenovo. The 2021 Office for National Statistics Census in England and Wales found that 58% of employees balancing work and caregiving are women.

Lenovo recently established a board to oversee and coordinate the work of the UK chapters of Lenovo ERGs with executive sponsors and leaders for each. This new board will work to embody an inclusion culture in the UK across the organisation, with quarterly meetings to discuss progress on ESG issues including gender equality.

Programmes such as Lenovo's Advancing Women Leaders Academy (AWLA) help to boost leadership knowledge and business abilities among women working for Lenovo UK, while the organisation's graduate EAGLES programme (EMEA Academy for Graduates in Lenovo Sales) offers a two-year programme for young graduates, with a diversity-focused interview process and a 50-50 ratio of men and women.

The WIL ERG is organising a clothing drive for Smart Works, a UK charity that offers free interview-appropriate clothing and interview preparation support to all women who are unemployed or on a zero-hours contract, helping them to build confidence, secure jobs, and transform their lives. Clothes rails have been set up in Lenovo's Farnborough and Glasgow offices to collect donations of work-ready clothing, with pre-paid envelopes provided for remote workers to also participate.



I was hugely honoured to participate in the first EMEA Advancing Women Leaders Academy, which proved to be an incredibly empowering experience. It has made me feel valued and recognised for my potential to lead and contribute at higher levels. The course has not only equipped me with essential leadership skills but also reinforced the company's commitment to fostering an inclusive and supportive environment.

Such initiatives are crucial to provide women with the necessary tools and confidence to aspire to leadership roles, breaking down barriers that have historically limited women's advancement in the workplace. By investing in the development of women leaders, we are paving the way for a more diverse and dynamic leadership team.

Addressing the gender pay gap is intrinsically linked to promoting women leaders. When women are given equal opportunities to lead, it helps to ensure their contributions are fairly compensated. This alignment between leadership development and pay equity is vital for creating a workplace where talent is recognized and rewarded equally, regardless of gender. It fosters a culture of fairness and respect, which is essential for the growth and success of both individuals and the company as a whole.

**Kate Steele**

UKI Public Sector Sales Manager



In the six years I have been employed by Lenovo, I have seen a huge shift in focus towards supporting and encouraging women in the workplace. An increasing number of women have been promoted to senior roles within Lenovo, including my own promotion to Sales Manager, highlighting the focus on progression and development of women in the industry.

I was also nominated by my manager to take part in Lenovo's Key Talent Programme, which looks to invest in key skills development in individuals who have high potential to progress at Lenovo. I feel empowered to now be in a role where I can guide and develop women in my own team to advance in their careers and watch them make their own strides in the IT industry.

**Hannah Goddard**

Internal Sales Manager, Public Sector



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