



# Gender Pay Gap

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**REPORT 2017**

## Foreword by Preben Fjeld

At Lenovo, diversity is a core element of our organisation's DNA. We do not view it as a mandate but fundamental to our organisational culture. By focusing on the diversity of skills, experiences, culture and all the other things that make us unique, it allows us to understand the world around us, ensuring we are in a position to meet the diverse needs of our customers.

Our organisation is committed to supporting women at every level of the business, and many of the initiatives we have in place are led by our senior executives including Yuanqing Yang our Chairman and CEO and François Bornibus our EMEA President.

The requirement for companies in the UK to publish reports on the gender pay gap gives us an opportunity to take stock of where we are, but more importantly, put plans in place to ensure there is parity in our workforce.

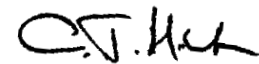
We clearly have more work to do, and are committed to focus on actions, which enable us to make progress on closing the gender pay gap. We also think it is important to collaborate and work collectively to ensure that women are encouraged to enjoy fulfilling and rewarding careers within the tech sector.

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*My focus is to create an environment where everyone, but particularly women, can thrive and are supported, mentored, coached and promoted into senior and leadership roles.*

**PREBEN FJELD**  
General Manager, Lenovo UK & Ireland

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**GARETH HOLTON**  
Chief Financial Officer, Lenovo UK & Ireland



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*I believe the way to improve gender equality in the workplace is for each of us to not just talk about the changes we need to make, but to act.*



**FRANÇOIS BORNIBUS**  
EMEA President

# The Gender Pay Gap at Lenovo

Lenovo is a global Fortune 500 company and creates innovative technology for consumers, businesses and global enterprises. Our portfolio includes high quality, secure products and services covering PCs, tablets, servers and smartphones across renowned brands including ThinkPad, Yoga and Motorola.

Our team in the UK works with public sector organisations such as schools and healthcare providers, small to medium-sized businesses and global organisations to help solve their IT challenges and create technology solutions to help them meet their business goals. This team is supported by multiple professional functions including marketing, finance, HR and legal.

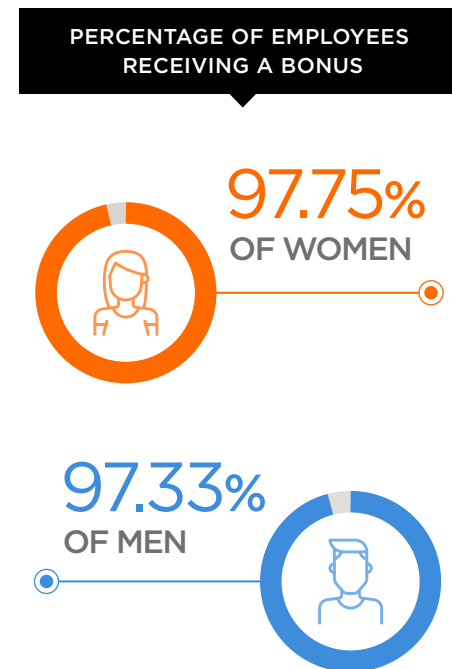
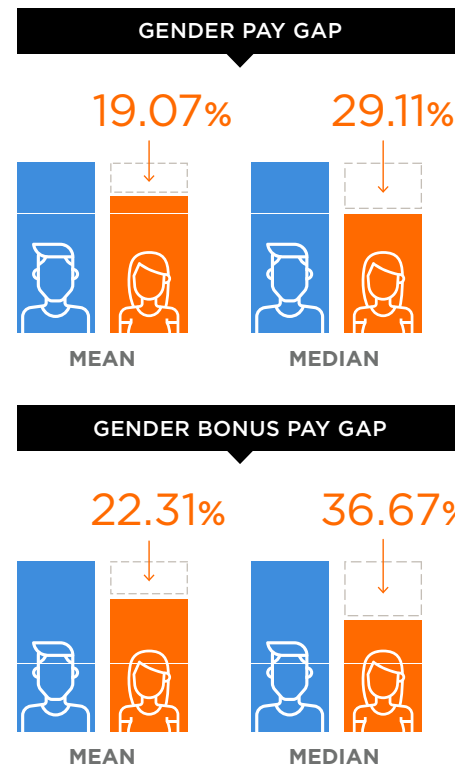
In the UK, 32.6% of our team is female. Globally, 34% of our employees are female, 25% of whom are in technical and engineering roles, which is comparatively high for our industry.

According to the Office of National Statistics (ONS) in 2017, the gender pay gap is 17.4%. At 19.07% Lenovo's gender pay gap is slightly above this national average.

However, it is important to note that within the UK technology sector, consultancy firm Mercer suggests that the issue is worse and that the average gender pay gap is 25%<sup>1</sup>.

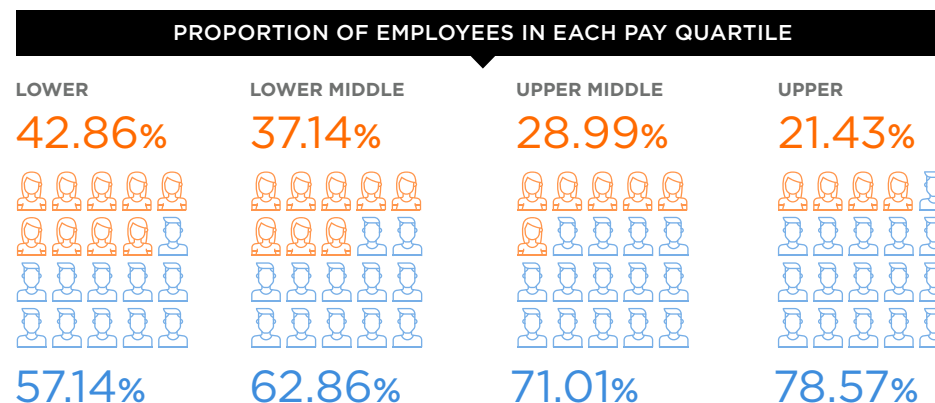
The main factor causing the gender pay gap within our organisation in the UK is that women are under-represented in senior management positions especially within the sales function.

1. <https://www.uk.mercer.com/our-thinking/the-gender-pay-gap-in-uk-tech-sector.html>



*Our culture of inclusion that leverages the diversity in all its forms is the cornerstone of our organisation. Our leaders are committed to championing gender equality in the workforce and play an active role nurturing female talent.*

**YOLANDA CONYERS**, Chief Diversity Officer





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*In my six years working at Lenovo, I've always found my managers extremely supportive of my development, helped open new doors of opportunity and pushed me forward to share my skills and experience with others.*



**CHLOE JONES**

EMEA Brand Advocacy Manager /  
WILL Ambassador

# Closing the Gap

Our number one priority is to dismantle barriers to help more women reach senior leadership positions. Through a combination of global initiatives and collaborating with external organisations, we are working to strengthen our pipeline of female talent.

## Graduate and Placement Scheme

Getting more women into the workforce starts by attracting talent straight from university. Over the last three years, we have welcomed an almost 50/50 balance of graduates and placement students into Lenovo across all functions including sales, marketing, finance and HR. This fiscal year, for the first time, we saw more women hired as part of our graduate scheme (55%).

## Focus on internal networks and programmes

Lenovo has specific programmes aimed at nurturing talent. **Women in Lenovo Leadership (WILL)** is a networking programme that addresses critical priorities for women's growth and contributions in the company.

This year, in collaboration with our local WILL ambassadors, we intend to grow this programme further by running an increased number of WILL activities and encouraging mentoring by our leaders via both formal and informal programmes.

Lenovo is focused on building our pipeline of future executive women with our **Global Women's Leadership Development Program (WLDP)**, 35% of those who have participated in the programme have been promoted to Executive roles. Lenovo last year was welcomed by "Working Mother" in the US into its Top 100 List Of Best Companies, recognising our achievements in advancing workplace equity.

## Collaborating with external partners

Also, within Europe, Middle East and Africa (EMEA) Lenovo works closely with external organisations focused on gender equality. Lenovo has been a sponsor of the Women's Forum, an international platform looking at social and economic issues from women's perspectives for over 13 years, and actively participates at this annual event.

We are also proud to support The European Network for Women in Leadership (WIL) a network of women in high-level positions across Europe. Lenovo employees participate in the organisation's Women Talent Pool programme (WTP) which aims to train and promote a new generation of women leaders in Europe.

## Reviewing hiring practices at every stage

While retaining talent is our main priority, we work to ensure that for all open positions and especially senior and leadership positions we can attract female talent.

We understand that men and women interpret job descriptions differently. Before publication these are all assessed for gender bias, to ensure we can attract a balance of candidates and our talent acquisition teams, HR partners and hiring managers are tasked with creating balanced shortlists and trained to make sure there is no gender bias at interview stage.

Lenovo is also a member of the Tech Talent Charter, supported by the Department for Digital, Culture, Media and Sport demonstrating our commitment to support recruitment and retention practices to increase gender diversity.

## Lenovo Action Plan

As part of our commitment to gender equality in the workplace, Lenovo is committed to the following actions:

1. Measure progress on gender equality to understand barriers and challenges
2. Review practices at every stage of the hiring process
3. Strengthen Women in Lenovo Leadership activities
4. Offer access to more development and mentoring opportunities



*Our work with our external partners, such as the WIL gives our employees access to top female leaders in our industry, this form of mentoring is vital in building the next generation of female leaders.*

**CATHERINE LADOUSSE**  
Executive Director, EMEA Communications





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