# Converge Technology Solutions UK ≥ CONVERGE Gender Pay Report 2025











### **An Introduction**

**Converge Technology Solutions** is a leading provider of ICT solutions to the UK Public Sector–serving organisations across education, healthcare, emergency services, local and central government, and housing. We are also expanding our presence in the Private Sector.

Our mission is to enhance the education, health, and overall quality of life for people in the UK through the power of technology. As part of a global technology business, Converge Technology Solutions is a trading names of Stone Technologies Limited, based in Staffordshire, UK.

We design industry-specific IT solutions for every client, acting as both an IT reseller and manufacturer, in addition to running an award-winning IT recycling facility. We are deeply committed to environmental responsibility. Our IT recycling facility is accredited as Zero to Landfill, reflecting our strong sustainability strategy and dedication to protecting the planet. As of the reporting date, **5th April 2025**, Converge Technology Solutions employed **448 people**.

We take pride in maintaining a market-leading position and fostering an exciting, equitable, and inclusive workplace. At Converge, remuneration is based solely on the role an individual holds and their performance within that role. We are proud to be an Equal Pay employer, ensuring that men and women performing equal work receive equal pay. Our aim is to ensure that all employees are treated fairly and consistently, with equal access to opportunities for recognition, reward, and career development–regardless of gender or background. We are committed to transparency in our gender pay gap reporting and view diversity and inclusion as core business priorities.

I can confirm that the data and information reported are accurate as of 5 April 2025 and in line with the Gender Pay reporting regulations.







# What is Gender Pay Reporting?

People often assume the gender pay gap is caused by men and women getting paid different amounts for doing the same or an equivalent role (this is referred to as equal pay).

Whilst this can be a factor there are a variety of factors, including career progression opportunities, work life balance challenges and sometimes unconscious biases. However, the gender pay gap is largely driven by underrepresentation of women in senior roles.













# The difference between gender pay gap and equal pay:

- 1. Equal pay is where men and women should be paid the same for doing an equivalent job. As stated in the Equality Act 2010, it is illegal to pay men and women differently for performing equal work.
- 2. The gender pay gap measures the difference between male and female average earnings across the whole organisation (it compares all female and male salaries, regardless of the job role, and takes an average of their earnings using different calculations). In an ideal world we wouldn't see any gap in the pay between male and female colleagues.





# Mean and Median Pay Gap

### **Mean Pay Gap**

The mean gender pay gap is the difference in the hourly pay for women compared to men, within a company.

### **Median Pay Gap**

The median represents the middle point of a population. If you separately lined up all the women and all the men in a company in order of hourly pay, the median pay gap is the difference between the hourly pay rate for the woman in the middle of the data compared to that of the man in the middle of the data.

Following the convention set out by the UK Government, a negative number indicates that women on average earn more than men









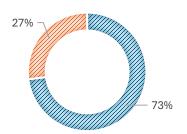




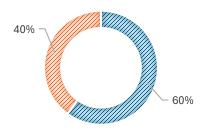
### **Our results 2025**

**Understanding the data** - The figures provided are based on hourly rates of pay of colleagues, as of April 2025, and bonuses paid in the 12-month prior. Quartiles are calculated by listing the rates of pay each employee across our business from lowest to highest, before splitting the list into four equal sized groups and calculating the percentage of males and females in each.

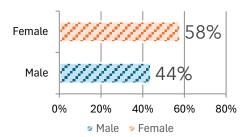
### LOWER QUARTILE



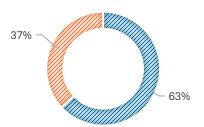
### LOWER MIDDLE QUARTILE



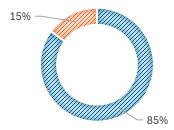
**BONUS RECIPIENTS** 



### **UPPER MIDDLE QUARTILE**

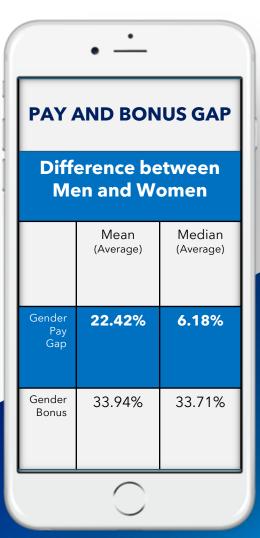


### **UPPER QUARTILE**



### TOTAL HEADCOUNT:

MALE:	70.20%
FEMALE:	29.80%









### The results are In...

### **The Gender Pay Gap**

Our **mean pay gap** has increased by 1.87%, indicating that there is wider average disparity in hourly pay between men and women since last reporting.

The **median pay gap** decreased by 4.48%, which suggests a narrowing gap in the middle range of pay distribution.

Year	Mean Pay Gap	Median Pay Gap
2024	20.55%	10.66%
2025	22.42% (个)	6.18% (↓)

### **Gender Bonus Gap**

Both **mean** and **median bonus gaps** decreased significantly in 2025, reflecting more equitable bonus distribution.

Year	Mean Bonus Gap	Median Bonus Gap
2024	44.00%	37.80%
2025	33.94% (↓)	33.71% (↓)

### Converge Technology Solutions Gender Pay Gap Report 2025

## ...and what do they say.

### **Bonus Recipients**

A slightly higher percentage of both genders received bonuses in 2025. Women continue to receive bonuses at a higher rate than men in both 2024 and 2025.

Year	Male Recipients	Female Recipients
2024	138/326 (42.33%)	83/144 (57.63%)
2025	137/311 (44.05%)	80/137 (58.39%)

### **Pay Quartile Distribution**

Each quartile below shows the percentage of men and women in each earnings group.

Quartile	2024 Male	2025 Male	2024 Female	2025 Female
Lower	74%	73%	26%	27%
Lower Middle	58%	60%	42%	40%
Upper Middle	69%	63%	31%	37%
Upper	79%	85%	21%	15%

**Upper Quartile:** Male dominance increased (79%  $\longrightarrow$  85%), suggesting fewer women in top-paying roles in 2025.

**Upper Middle Quartile:** Female representation improved (31%  $\longrightarrow$  37%), contributing to the median pay gap.

**Lower & Lower Middle Quartile:** We are relatively stable, with very slight shifts in percentages.









There is minimal change in workforce gender distribution at the point of reporting.









# Key points in this Years's report

- We have a gender pay gap and we know why.
- The mean gender pay gap widened this is impacted by the senior positions being held by men, but the median narrowed, this is reflective of most of the workforce indicating potential changes in pay distribution.
- Bonus equity improved, with decreased gaps and slightly
  higher bonuses participation for both men and women.
  This is because a higher proportion of men being in senior
  leadership positions, senior roles are paid higher bonuses. It is
  important to note that the calculation is based inclusive of
  bonuses, commissions, guaranteed bonuses and long-term
  services awards.
- **Fewer women in the top quartile** in 2025 contributed to a higher pay gap. This is a result of the male dominated Director and Senior Management positions employed by Converge.
- Overall representation of women in the workforce stayed relatively the same.













## What are we doing to close the gap?

### Recruitment and Selection

We have rolled out inclusive hiring manager training to all areas of the business. The training focuses on addressing bias when making decisions about who to hire and promote internally.

We use structured interview packs that are standardised to promote consistency and fairness, whilst designing our interview questions to be more inclusive. Developing our systems to analyse the data on potential candidates to prevent unconscious hias

- Workforce Planning
- Future Job grading plans
- Flexible working Application process availability of hours
- Introduce more part-time vacancies
- Reintegration into the workplace following periods of unemployment initiatives
- Exit Interview data analyse

### Policy Reviews

We have a variety of policies to support our employees. What we are proud of is creating an inclusive and supportive work environment. Helping individuals balance their professional and personal lives more effectively. We offer remote working, flexible hours and part-time work. Job sharing and term time contracts are also a consideration and what we will explore further.

Our flexible working policy is available to all employees regardless of their role and level of seniority and that flexible working is not just about part-time working.

- Flexible Working
- Family Friendly Policies Maternity, Paternity, Miscarriages
- Foster Friendly Employer
- · Hybrid & Home-based working
- Annual leave in hours to support flexibility
- Diversity data to give visibility on the barriers that women face

### Career Development

Here at Converge, we are proud of our Leadership development. The engagement and development of employees through leadership, development, talent management and driving high performance is critical for Converge to achieve its strategic goals and vision.

Our programmes target areas which research has identified as the key barriers that hold women back in careers.

- Effective Leader Programmes
- Senior Leader Programmes
- E- Learning for all Employees
- Future focus on policy review/ legislation changes and training requirements
- Apprenticeships
- Support Internships

### Valued Partnerships

Collaborating with organisations that focus on diversity and inclusion significantly enhances our valued partnerships gaining shared knowledge through resources and best practices. Having joint initiatives on projects and events such as workshops and seminars, or work within the community.

Converge are a proud patron of the Staffordshire Chambers of Commerce, a part of the most exclusive business group in our country.

- Industry leading Accreditations
- Supporting the Community & Charities

### Early Careers

Here at Converge, we are proud of the close partnerships we hold with colleges and universities to promote opportunities that are available to all in an industry that we are very passionate about. We support T-Level students with placements to give experience and insight in a variety of sectors within the business.

We support work experience placements and offer a robust mentorship and training programme for all involved, enabling valuable knowledge and insight to what a business like Converge is all about.

- · Early careers development
- T-Level support
- · Working partnerships with Colleges and Universities
- Work Placements

### Visible Senior Leadership

Converge UK is part of a Global business that fosters a culture of innovation, collaboration, and expertise that creates strategic outcomes for clients whilst preparing for tomorrow.

The global Converge board, based in the USA appointed two females to be part of this vision Globally, which strengthens our aims to be inclusive in our vision.

Converge UK has an established Senior Leadership Team that has female presence amongst its members.

- Team Events
- Senior Leaders of the business providing induction welcome sessions to new employees
- Team meetings and employee interactive announcements
- 'Talk to Tim' employee focus groups with the Managing Director

'Addressing imbalances in gender is crucial for fostering a more inclusive and equitable environment, and we are dedicated in our crusade to achieve this'







## Our commitment to Diversity and Inclusion



## disability confident

#### **Listening to our People**

We continually work on fostering a culture that is open, inclusive and not afraid to constructively challenge. 'Talk to Tim' an initiative established to encourage collaboration throughout the business.

#### **Care Leaver Covenant**

The Care Leaver Covenant is part of a government strategy to help support care leavers aged 16-25 as they move towards independence.

As a business we are further committed to becoming a Care Leaver Friendly Employer and support in work experience, career support and offers of paid employment including internships.



### **Disability Confident Employer**

We are a disability confident employer and are committed to increasing the employment of people with disabilities in our business by removing any barriers in our processes.

By attending career events with our partners and offering a guaranteed interview scheme, we are not only expanding our talent pool but also broadening our perspectives on how we approach our roles and refine our processes.

#### Inclusion for All

Our commitment to diversity and inclusion is demonstrated through our work placements and supported internship programs, which provide opportunities for individuals from various backgrounds to gain valuable experience and contribute to our organisation and their own personal development.

Being part of Open Door Staffordshire - Offering work placements to enhance individuals' employability and develop their skills, with flexibility to fit schedules.



### **Flexibility and Choice**

We have many great examples of flexible working practices across our organisation.

Our
leadership is committed to
ensuring we responsibly
support flexible working
practices across the
company and be a more
inclusive organisation.

### **Celebrating our Women**

We plan to celebrate International Women's Day by hosting discussions on gender stereotypes and how to challenge inclusively.

With our newly developed Menopause Action Plan we hope to grow considerably with discussions taking place throughout the year with colleagues to provide advice and support for both in and outside of the workplace.



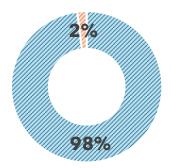
## **Ethnicity Disclosure** and Our Commitment to Inclusion





In line with our commitment to fair and equal pay, we are proud to extend our efforts by voluntarily reporting and disclosing our ethnicity with a view to report on the ethnicity pay gap next year.

% of employees who disclosed ethnicity information



- Employee's who disclosed Information
- Employee's who did not disclose Information

While we acknowledge that disclosing ethnicity is neither mandatory nor a legal requirement, we believe that greater transparency in this area is vital to fostering a truly inclusive and supportive workplace. By encouraging voluntary disclosure, we aim to better understand the diversity of our workforce and strengthen our commitment to creating an environment where all employees feel valued, respected, and empowered to grow.

At the time of reporting, we are proud to say that 98.4% of our employees have voluntarily disclosed their ethnicity information. The majority of which are of white origin.

We are encouraged by this initial engagement and remain optimistic that participation will increase in the coming years.

This will enable us to build a clearer picture and further enhance our efforts to support equity, inclusion, and opportunity for all.

Ethnicity is captured at both the application and starter stages of the onboarding process. This is optional information.

In comparison to Staffordshire (estimated population of 876,100) our diversity statistics for ethnicity are reflective of the local area. With approximately 60% of our employees residing in Staffordshire.



