

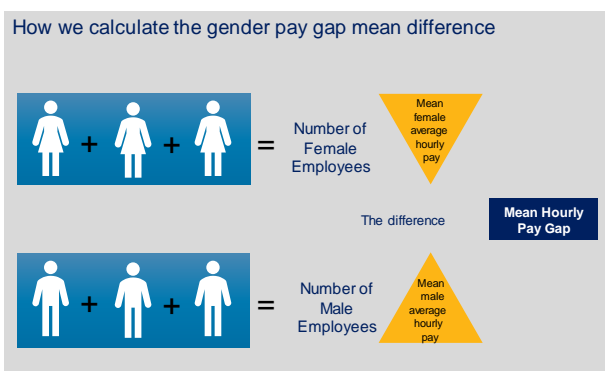
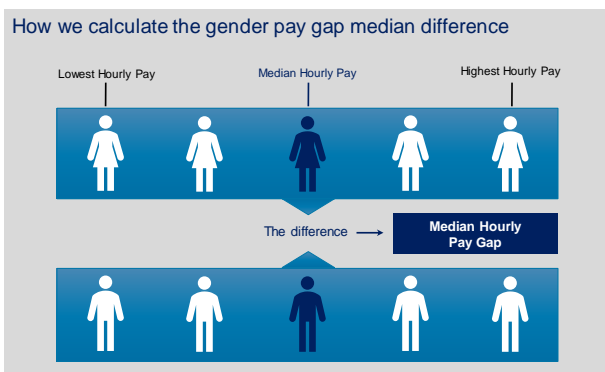


**Publishing the Gender Pay Gap data is an opportunity to foster deeper understanding among our teams around the Gender Pay Gap and an opportunity to show how the Business move s forward on equality issues.**

**When we have solid plans to narrow the Gap and a good level of communication with our employees, the Gender Pay Gap will stop being a problem and start being an opportunity.**

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.



*“Vertiv continue to focus on building a diverse and inclusive environment. We expect it to take some time to reduce the gender pay gap and this is borne out in the fact that our 2018 figures are very similar to our 2017 figures. As we acknowledged last year, it is no secret that engineering is a male dominated industry. We are committed to being transparent about our progress and recognise that meaningful change will take time.”*

**Claire Gannon**  
 Vice President, Human Resources, EMEA  
 March 2019

## Definitions

### The principle of equal pay is:

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

### The gender pay gap:

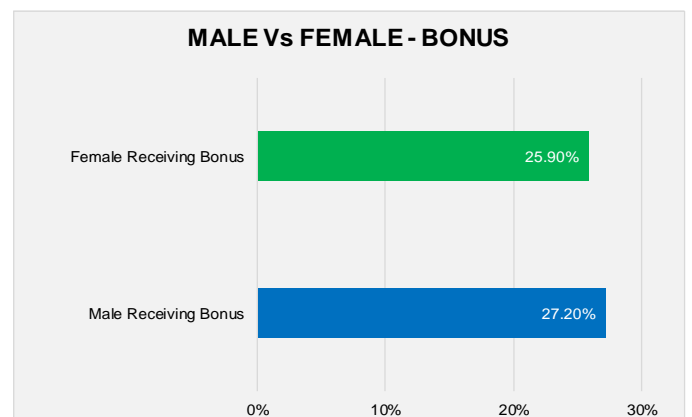
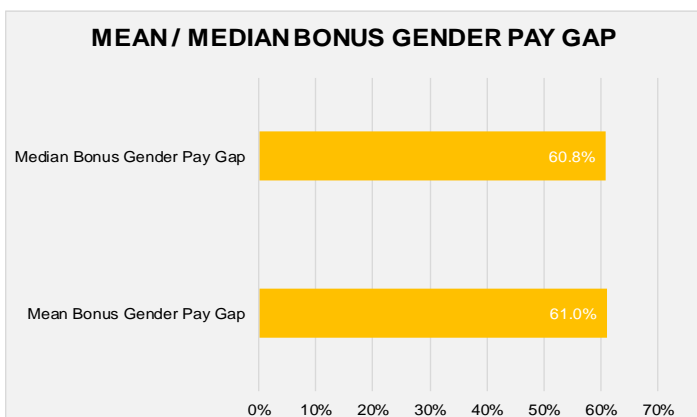
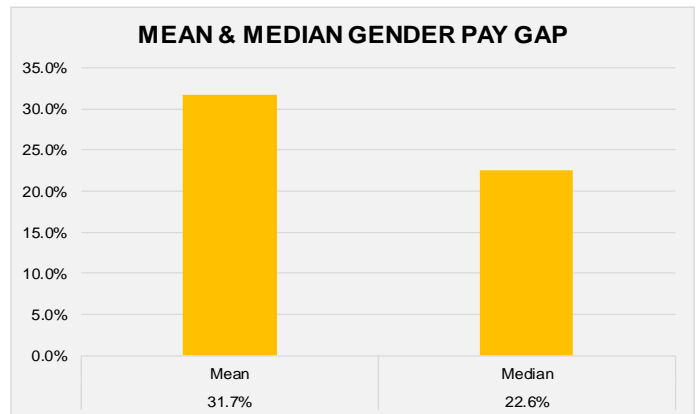
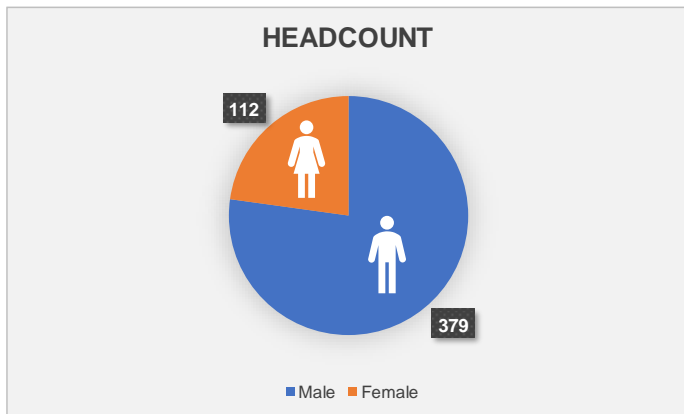
The difference in the average pay and bonuses of all men and women across the organization, irrespective of their role or level in the organization.

## UK GENDER PAY GAP REPORT 2018 - 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.
- Traditionally fewer females select a career in Engineering and we will attempt to breakdown stereotypical barriers and beliefs that Engineering should be male dominated.
- Technical and Sales roles are the main cause of our results. The females with a Bonus are predominately internal Sales which commands a lower overall remuneration than external Sales, which are predominantly male.
- We have a lower representation of women in senior roles.
- We recognise that the 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	10.7%	89.3%
Upper Middle Quartile	14.8%	85.2%
Lower Middle Quartile	22.8%	77.2%
Lower Quartile	42.7%	57.3%