

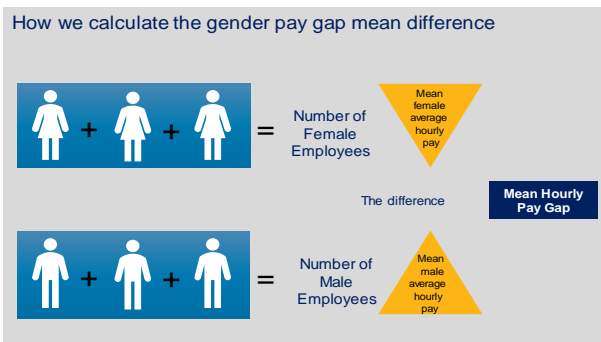
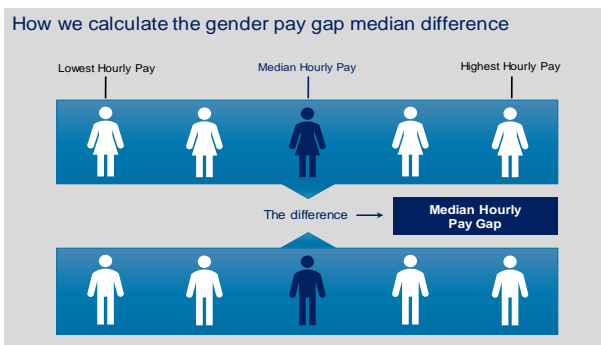
UK Gender Pay Report 2019



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 moves forward on equality issues.

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 continues to strive to reduce the gender pay gap by focusing 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 2019 figures are very similar to our 2018 figures. We are committed to driving meaningful change to address the low numbers of females fulfilling roles in the Engineering sector by working with local educational institutions and organisations.”

Claire Gannon
 Vice President, Human Resources, EMEA
 March 2020

Definitions

The principle of equal pay is:
 The right for men and women to receive equal pay for equal work.

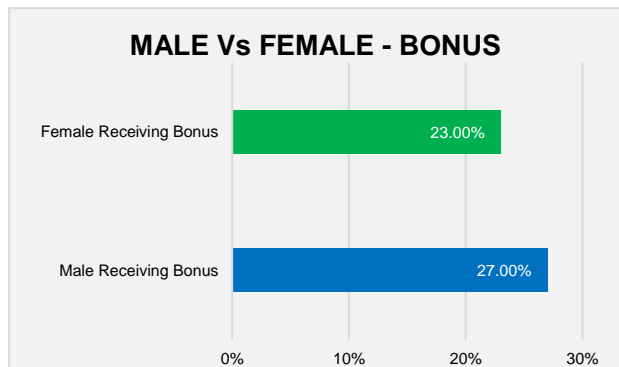
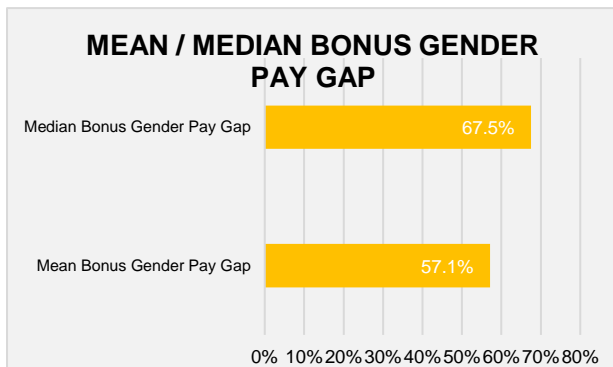
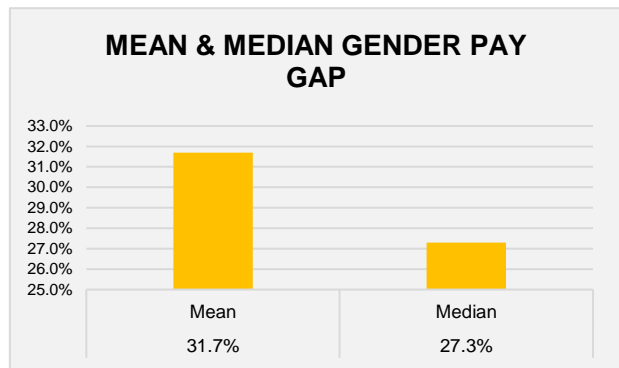
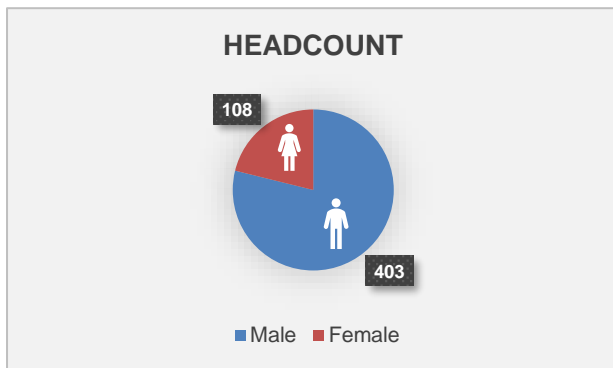
The gender pay gap:
 The difference in the average pay and bonuses of all men and women across the organization, irrespective of their role or level in the organization.

Gender Pay Report - 2019 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.
- 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 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	6.3%	93.7%
Upper Middle Quartile	18.1%	81.9%
Lower Middle Quartile	15.6%	84.4%
Lower Quartile	44.2%	55.8%