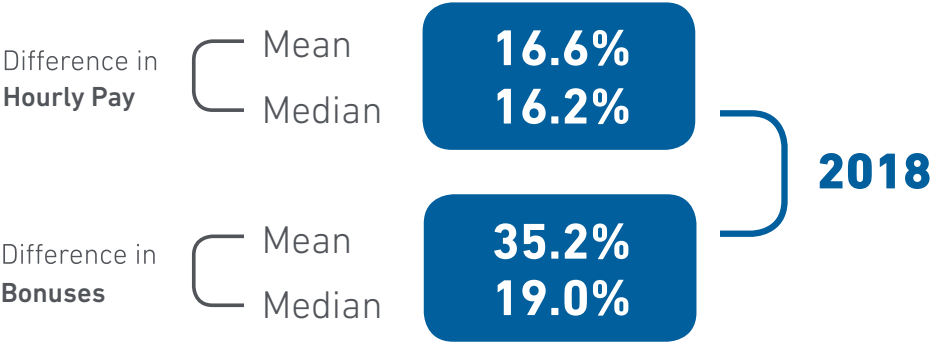


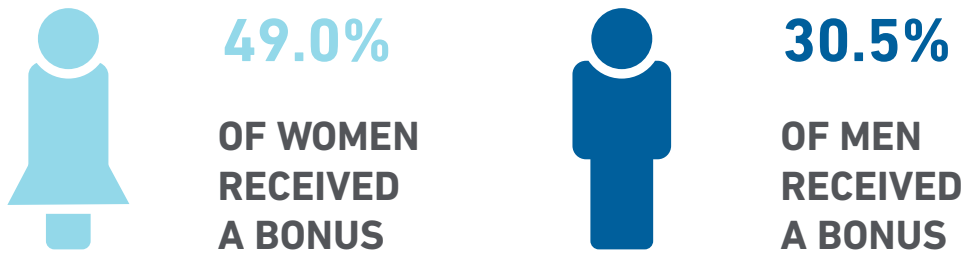
GENDER PAY GAP REPORT

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SCC RESULTS - AT A GLANCE



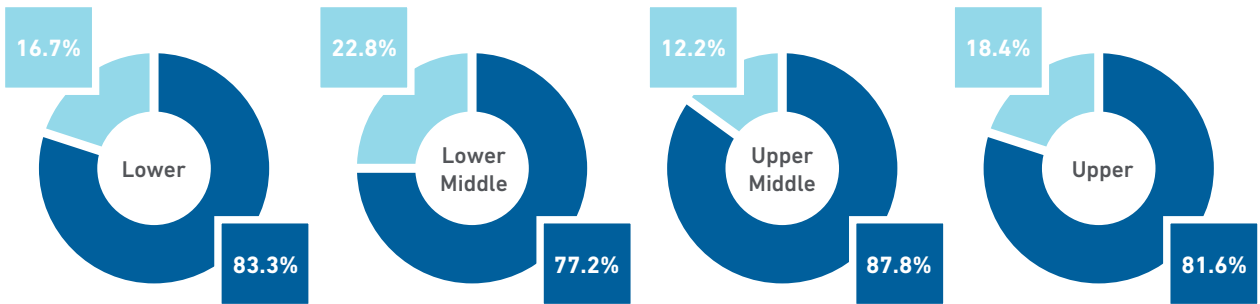
PERCENTAGE RECEIVING A BONUS



QUARTILE RANGES

(Percentage of gender according to salary brackets)

FEMALE MALE





Paula Jordan
HR Director, SCC

WELCOME TO THE 2018 GENDER PAY GAP REPORT

2018 represented another record year in sales for SCC, as we drive forward our innovative IT solutions and transform our growing business in the services arena.

SCC's continued growth and accomplishments comes very much from the fantastic people within the business. No matter what their role, all of our employees contribute towards the business's success and enable it to thrive.

We acknowledge our people's contribution and therefore promote a culture that equally values the contribution of both men and women. As a family owned and managed business, we embrace diversity with pay principles that ensure gender is not a factor in how people at SCC are paid or rewarded.

We want to ensure SCC is a great place to work for everyone, and one where everyone feels equally respected. With that in mind, we remain committed to attracting and retaining the very best talent irrespective of gender by encouraging more women to join and succeed with us.



A VIEW TO THE FUTURE

We are committed to accelerating the advancement of both men and women at work and enabling them to reach their full potential.

In order to continually provide the very best service for our customers and to stay at the forefront of technology, we need to establish an inclusive workplace, where every single employee, regardless of gender, can contribute and flourish.

We recognise that both the mean gender pay gap and the bonus pay gap are not as narrow as in last year's report. This is due to changes in last year's customer profile which affected the variable compensation paid to individuals across our sales force.

18.4% of the highest paid jobs in our organisation are occupied by women (vs. 16.7% of the lowest paid jobs) and once again, a greater proportion of women (49%) earn a performance-related bonus in our organisation (compared to 31% of men).

We continue to strive to ensure that opportunities are available to women to thrive and develop in our workplace, at all levels within our organisation.

Our particular areas of focus include:

Pay Equality

We continue to actively monitor effectiveness of our Pay Equality policy;

Inclusivity

We ensure our recruitment, training, development and career progression plans are free from gender bias;

Reputation

We value our reputation for attracting and retaining the most skilled and talented people irrespective of gender;

Education

Encouraging gender parity in our apprenticeships and graduate intakes and through our training programmes to maintain our inclusive culture.



James Rigby
CEO, SCC



AMBITION

SCC is a place where women want to thrive and succeed.



VISION

Create an inclusive culture where everyone can develop with greater gender parity through pay, inclusivity and education.