

PayPoint Gender Pay Gap Report 2021



 PayPoint Group

www.paypoint.com

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At PayPoint we are committed to building a diverse and inclusive business where all of our people are treated fairly and with respect, and where the contributions of everyone are recognised and valued. This commitment is captured in our vision to create a dynamic place to work, with a positive and inclusive environment where everyone can learn, grow and shine. Everyone who works at the PayPoint Group should feel respected and able to give their best, and we embrace people with different backgrounds and identities, valuing their contribution to achieving our strategic priorities. At the PayPoint Group, we call this 'Welcoming Everyone'.

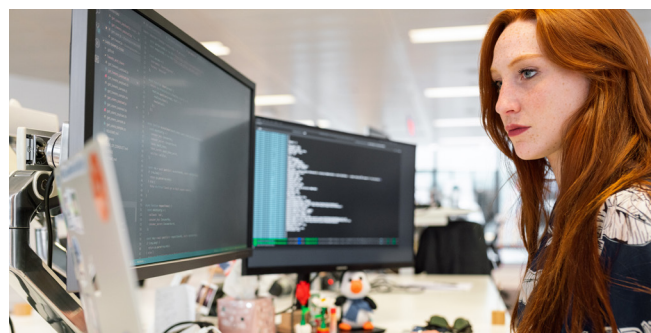
Over the last few years we have implemented a number of initiatives to address our gender balance including:

- Launching our 'Working for Everyone' policy to promote flexible working
- Updating our careers website to highlight the diversity of people already working for us
- Offering work experience to an equal mix of male and female students
- Ensuring that at least one male and one female qualified candidate is presented for each vacant position where possible, whilst continuing to hire the best person for the job, irrespective of background
- Rolling out unconscious bias training to those involved in recruitment decisions
- Partnering with a local secondary school to support them with careers development including raising aspirations of female students
- Signing up to the PWC 'Tech She Can' initiative to increase the proportion of women working in STEM roles by tackling the root cause of the problem at a societal level, inspiring and educating young girls and women to get into tech careers
- Launching a professional networking group to provide a safe place to discuss topics and issues that impact women in the workplace and act as a catalyst for change
- Launching a menopause support group and providing education to our people regarding the menopause and the impact that it can have on women both in the workplace and in their lives outside of work

Whilst we are taking positive action to address the position, a pay gap continues to exist in the organisation driven by the fact that we have more men than women in higher paid roles such as roles in our Information Technology (IT) function and senior management positions. Conversely we have more women than men in lower paid roles such as those within our contact centre and operations. Our gap is reflective of the technology industry as a whole and therefore we recognise that it will take time to close.

At a headline level, our data for the reporting period shows an increase in the mean pay gap reflecting changes in the leadership team and hiring into senior positions during the period. The median bonus gap reduced to 0% as a result of the payment of an all employee bonus, and whilst the mean bonus gap increased to 55%, the majority of this increase related to the vesting of deferred bonus and LTIP shares due to a senior male employee who has since left the business. The increase also reflects the fact that some one off awards that were reflected in our 2020 numbers were not repeated.

In 2022 we have made two female appointments to our Executive Board and as of March 2022 female representation on the Executive Board is 31%, up from 25% in April 2021. We are actively working with our new female Sales Director to take actions to attract more females into our sales teams and will continue to look at what further actions we can take to ensure we attract more female candidates for all of our roles as well as supporting development plans for identified talent.



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Our numbers

The gender pay gap reflects the distribution of men and women across the organisation, regardless of seniority or role. Gender pay is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Our pay philosophy aims to pay fairly and equitably relative to an individual's role, skills, experience and performance. We review our pay annually to ensure that there is no gender bias and we are comfortable in this regard.

These numbers reflect the 464 full-pay relevant employees of PayPoint plc and PayPoint Network Limited who were employed on 5 April 2021. Employees of Handepay and Merchant Rentals, acquired on 5th February 2021 will be incorporated into our voluntary Group reporting with effect from 2022. Our statutory reporting requirement in respect of PayPoint Network Limited, our only entity employing the minimum 250 employees required for disclosure, can be found at the end of this report.

Difference between male and female pay

	Mean	Median
Pay gap ¹	34.9% 2020: 20.9%	36.1% 2020: 33.9%
Bonus gap ²	53.0% 2020: 33.8%	0% 2020: 20.4%

Proportion of males and females receiving a bonus

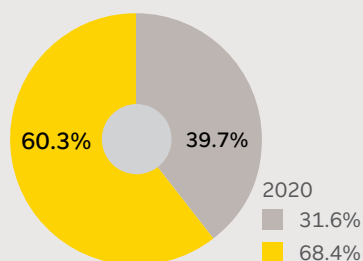
Male	Female
86.4% 2019: 31.5%	90.6% 2019: 25.5%

Pay quartiles

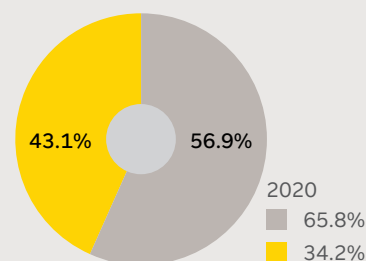
Illustrating the gender pay distribution across four equally sized quartiles

■ Male ■ Female

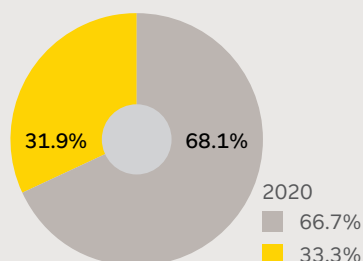
Lower



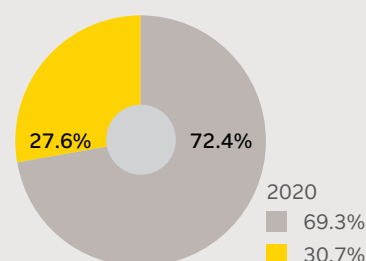
Lower middle



Upper middle



Top



1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2021
2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2021. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax

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Our statutory disclosures in respect of PayPoint Network Limited

Difference between male and female pay

Mean salary gap Median salary gap

32.7% 36.1%

Mean bonus gap Median bonus gap

55.3% 0.0%

Proportion of males receiving bonus Proportion of females receiving bonus

88.3% 91.0%

Pay Quartiles

Lower quartile

Male Female

38.6% 61.4%

Lower middle quartile

Male Female

57.0% 43.0%

Upper middle quartile

Male Female

68.4% 31.6%

Top quartile

Male Female

71.9% 28.1%

I confirm the data reported is accurate.

Katy Wilde
HR Director