

PayPoint Gender Pay Gap Report 2024



 PayPoint Group

www.paypoint.com

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At PayPoint we remain 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'.

As part of our wider diversity program, we continue to focus on and refine 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
- Working with three local secondary schools including a girls school where we run a number of careers workshops throughout the year promoting social mobility & career literacy
- Championing a professional networking group to provide a safe place to discuss topics and issues that impact women in the workplace, including menopause, and act as a catalyst for change

- Membership of the Women In Tech Forum, a global membership and coaching platform to help women build a successful career in the tech industry. Membership has been provided to a number of women at different career stages across the PayPoint Group and we have recently expanded our partnership to support with diverse talent attraction.

Our pay gaps across all metrics have reduced, however a pay gap remains in the organisation driven by the fact that we continue to employ more men than women in higher paid roles such as roles in our Information Technology (IT) function, field sales and senior management positions. Conversely, we employ more women than men in lower paid roles such as those within our contact centre and operations. Small improvements are noted compared to 2023 with an increase in the proportion of women in the top quartile and a decrease in the proportion of women in the bottom quartile.



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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 satisfied that this is the case.

These numbers reflect the 907 full-pay relevant employees of PayPoint Group who were employed on 5 April 2024. Our statutory reporting requirements in respect of PayPoint Network Limited, our only entity employing the minimum 250 employees that requires individual company disclosures to be made, can be found at the end of this report.

Difference between male and female pay

	Mean 2024	Median 2024
Pay gap ¹	26.1% 2023: 28.7%	38.3% 2023: 38.9%
	Mean 2024	Median 2024
Bonus gap ²	56.0% 2023: 59.5%	00.0% 2023: 00.0%

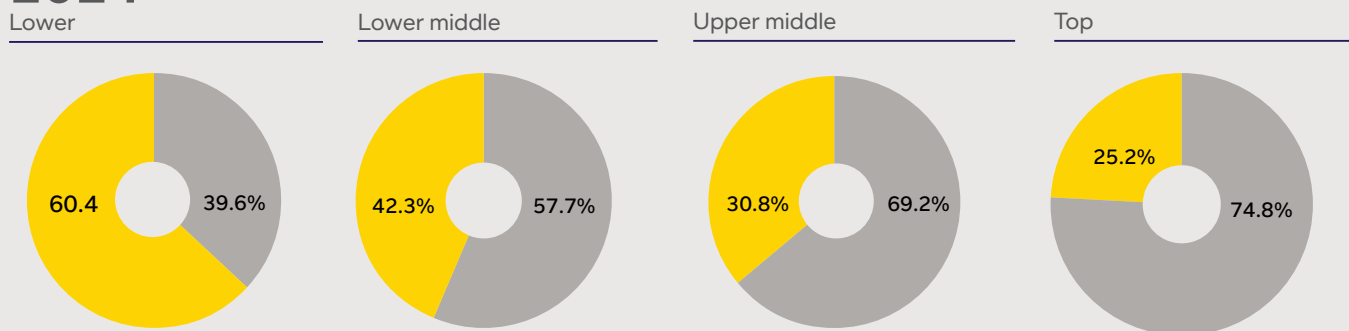
Proportion of males and females receiving a bonus

Male 2024	Female 2024
77.2% 2023: 85.5%	77.8% 2023: 85.5%

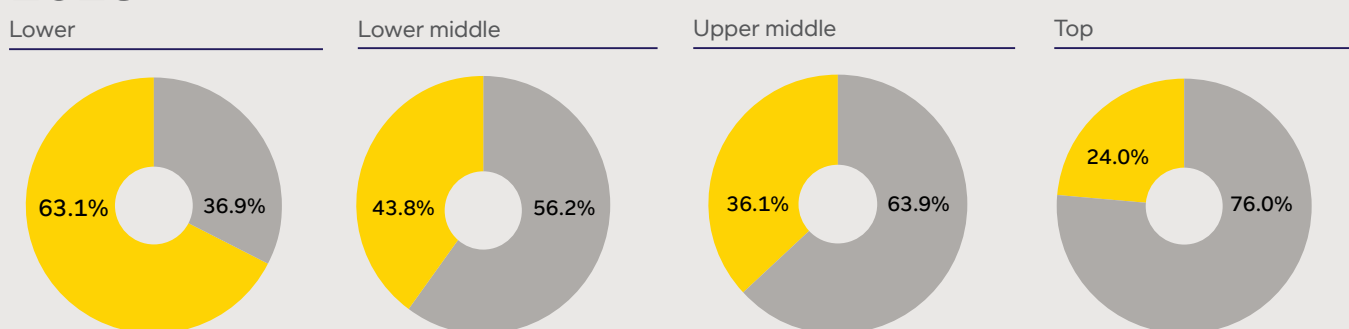
Pay quartiles

Illustrating the gender pay distribution across four equally sized quartiles ■ Male ■ Female

2024



2023



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Our statutory disclosures in respect of PayPoint Network Limited

Difference between male and female pay

Mean pay gap	Median pay gap
<u>23.3%</u>	<u>39.0%</u>

Mean bonus gap

Mean bonus gap	Median bonus gap
<u>39.7%</u>	<u>00.0%</u>

Proportion of males receiving bonus

Proportion of males receiving bonus	Proportion of females receiving bonus
<u>78.6%</u>	<u>80.7%</u>

Pay Quartiles

Lower quartile

Male	Female
<u>41.0%</u>	<u>59.0%</u>

Lower middle quartile

Male	Female
<u>59.5%</u>	<u>40.5%</u>

Upper middle quartile

Male	Female
<u>73.3%</u>	<u>26.7%</u>

Top quartile

Male	Female
<u>72.4%</u>	<u>27.6%</u>

I confirm the data reported is accurate.

Katy Wilde
Chief People Officer