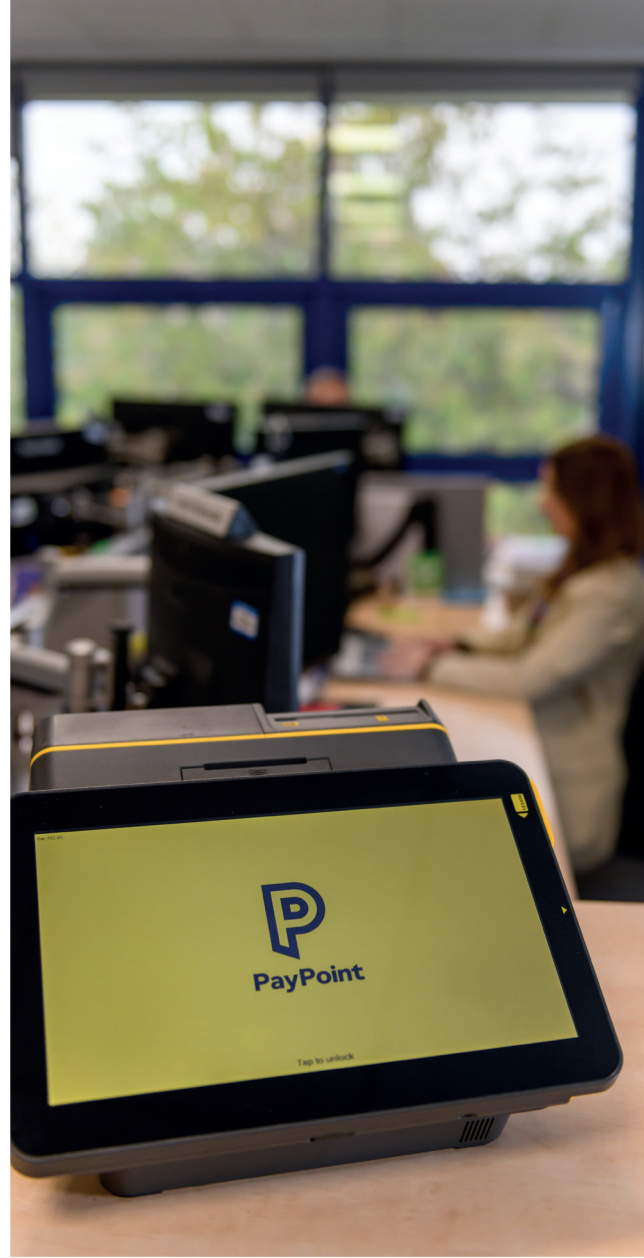


PayPoint Gender Pay Gap Report 2022



 | **PayPoint Group**

www.paypoint.com

PayPoint Gender Pay Gap Report 2022

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'.

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 on merit
- 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 the 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

We are pleased that our statutory reporting for PayPoint Network Limited, which employed 73% of the relevant employees on 5th April 2022, shows a reduction in both the pay and bonus gap compared to the prior year. These changes are reflective of a change in the make up of the population during the period including a number of senior female appointments and promotions.

However, a pay gap remains 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, field sales and senior management positions. Conversely we have more women than men in lower paid roles such as those within our contact centre and operations where we receive far higher numbers of applications from women than men.

Our PayPoint Group figures now incorporate employees from the Handepay and Merchant Rentals businesses that joined the group in 2021. Around half of these employees work in card payment sales and the population is predominantly male, aligned with the industry as a whole. These roles attract sales commissions and therefore the inclusion of this population in our group reporting has contributed to a higher pay and bonus gap than that reported for PayPoint Network Limited.



PayPoint Gender Pay Gap Report 2022

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 673 relevant employees of PayPoint Group who were employed on 5th April 2022. Our statutory reporting requirement arises in respect of PayPoint Network Limited, our only entity employing the minimum 250 employees required for disclosure. This can be found overleaf.

Difference between male and female pay

	Mean	Median
Pay gap ¹	30.1% (34.9% 2021)	37.1% (36.1% 2021)
	Mean	Median
Bonus gap ²	57.2% (53.0% 2021)	70% (0% 2021)

Proportion of males and females receiving a bonus

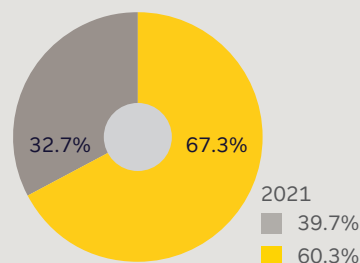
Male	Female
73.7% (86.4% 2021)	67.3% (90.6% 2021)

Pay quartiles

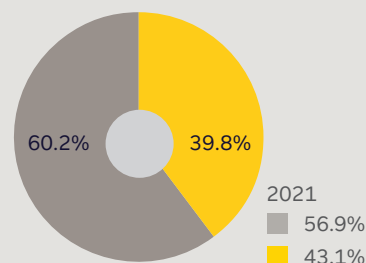
Illustrating the gender pay distribution across four equally sized quartiles

■ Male ■ Female

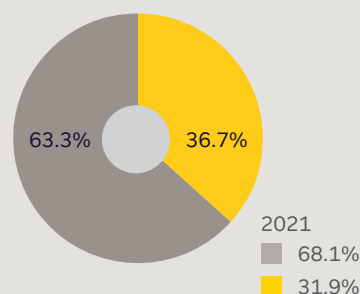
Lower



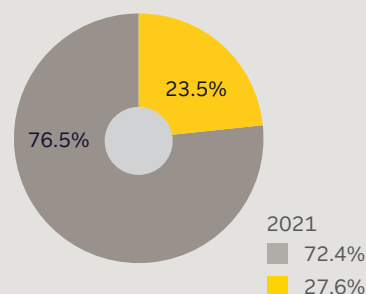
Lower middle



Upper middle



Top



1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2022
2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2022. The definition of bonuses includes cash bonuses, deferred awards that vested, sales commission and SIP awards sold that were subject to tax

PayPoint Gender Pay Gap Report 2022

Our statutory disclosures in respect of PayPoint Network Limited

Difference between male and female pay

Mean salary gap Median salary gap

24.8% 35.0%

Mean bonus gap Median bonus gap

41.2% 0.0%

Proportion of males receiving bonus Proportion of females receiving bonus

76.0% 78.3%

Pay Quartiles

Lower quartile

Male	Female
<u>35.2%</u>	<u>64.8%</u>

Lower middle quartile

Male	Female
<u>60.2%</u>	<u>39.8%</u>

Upper middle quartile

Male	Female
<u>66.7%</u>	<u>33.3%</u>

Top quartile

Male	Female
<u>74.0%</u>	<u>26.0%</u>

I confirm the data reported is accurate.

Katy Wilde
HR Director