

PayPoint Gender Pay Gap Report 2023



 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'.

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

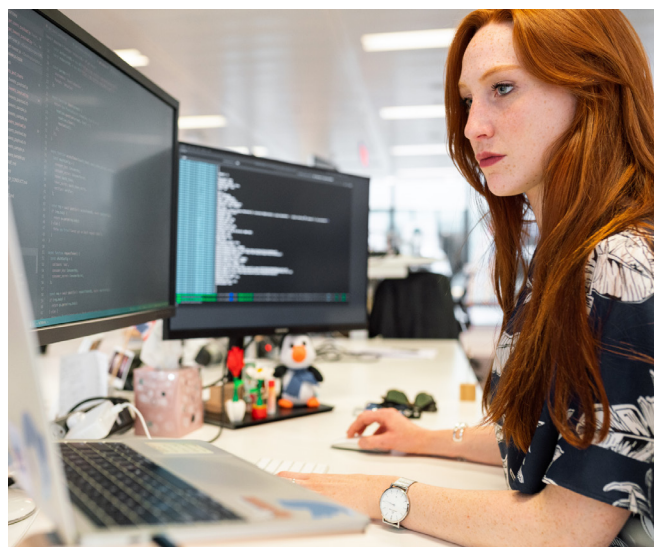
- Launching our 'Working for Everyone' policy to promote flexible working
- Updating our careers website to highlight the diversity of people already working for us
- Offering work experience to an equal mix of male and female students
- Ensuring that at least one male and one female qualified candidate 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

- In the last year we have become members 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

We are pleased that our statutory reporting for PayPoint Network Limited, which employed 51% of the relevant employees of PayPoint Group on 5th April 2023, shows a reduction in the mean pay and bonus gap compared to the prior year.

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.

Our overall group reporting is not directly comparable year on year due to a change in the population following the acquisition of Appreciate Group in February 2023. Pay and bonus gaps at a PayPoint Group level remain higher than for PayPoint Network Limited. This is driven predominantly by field sales roles which continue to attract more men than women, consistent with the industry as a whole.



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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 932 full-pay relevant employees of PayPoint Group who were employed on 5 April 2023. 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	28.7%	38.9%
	2022: 30.1%	2022: 37.1%
	Mean	Median
Bonus gap ²	59.5%	00.0%
	2022: 57.2%	2022: 70.0%

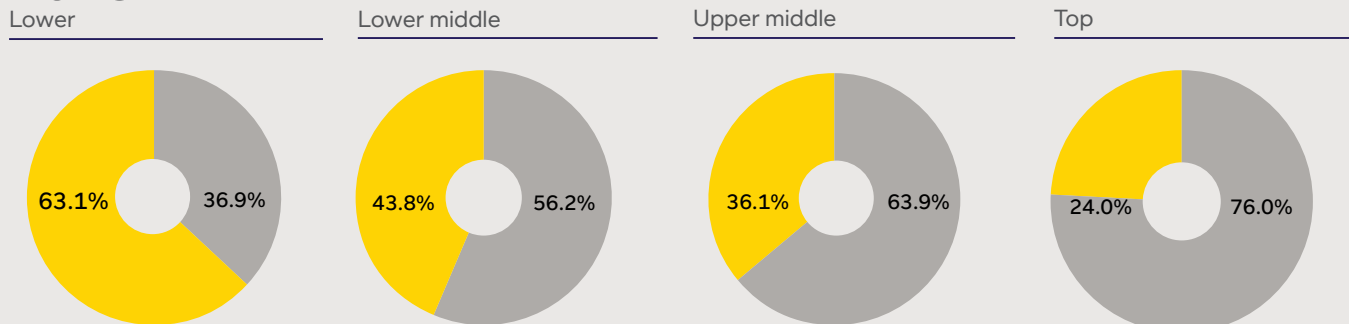
Proportion of males and females receiving a bonus

Male	Female
85.5%	85.5%
2022: 67.3%	2022: 73.0%

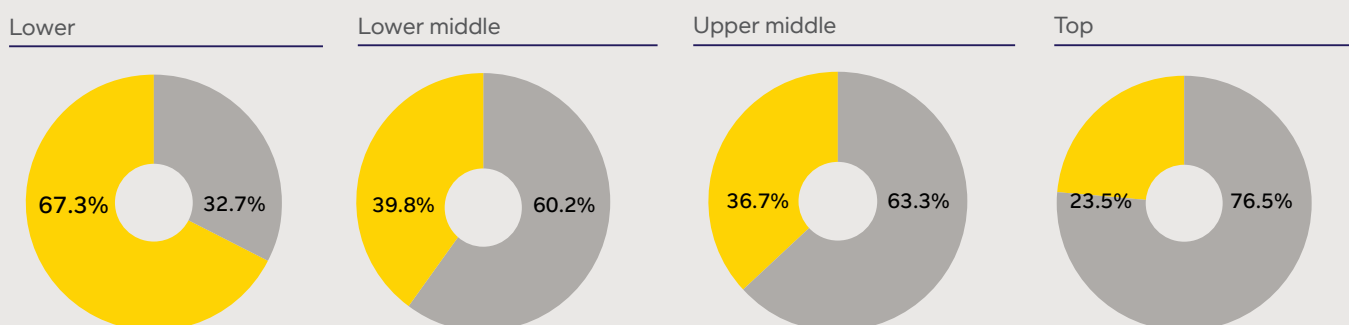
Pay quartiles

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

2023



2022



1. Pay gap is calculated by comparing the hourly rate paid for men and women via payroll in April 2023

2. Bonus gap is calculated by comparing all bonuses paid during the 12 months prior to 5th April 2023. 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

21.9% 36.6%

Mean bonus gap Median bonus gap

35.9% 00.0%

Proportion of males receiving bonus Proportion of females receiving bonus

86.5% 87.6%

Pay Quartiles

Lower quartile

Male Female

35.5% 64.5%

Lower middle quartile

Male Female

59.2% 40.8%

Upper middle quartile

Male Female

67.5% 32.5%

Top quartile

Male Female

70.8% 29.2%

I confirm the data reported is accurate.

Katy Wilde
HR Director