

worldpay

UK GENDER PAY GAP REPORT



Worldpay is pleased to be part of the **Gender Pay Gap Legislation** for the seventh year. This legislation came into force on 6 April 2017 to address the difference in average pay across genders. This requirement is designed to encourage large organisations with more than 250 employees to act on the gender pay gap, which is an ongoing U.K.-wide issue. Employers across all sectors must publish their data onto the government website on an annual basis.

Legislative Requirements

To provide you with an overview of the requirements and data we must provide as a company, the key points are summarised below:

- This is not an analysis of equal pay between roles and gender, but an overall indication of the average pay difference between men and women.
- We must report on legal entities with more than 250 employees within Worldpay.
- The legal entity we are reporting on is **Worldpay (U.K.) Limited**. This entity will be referred to as Worldpay for the purpose of this report.
- Only employees with a contract of employment are included in the reporting, not contractors or agency workers.
- This provides percentage figures on pay and bonus data, specifically mean and median calculations.
- All pay data is based on hourly rates.
- This report provides percentage figures on the number of men and women who receive a bonus.
- This report shows the distribution of men and women from the highest paid to the lowest paid, based on the hourly pay data.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2023.
- Bonus calculations taken from the relevant period between 6 April 2022 – 5 April 2023 for active employees as of 5 April 2023.

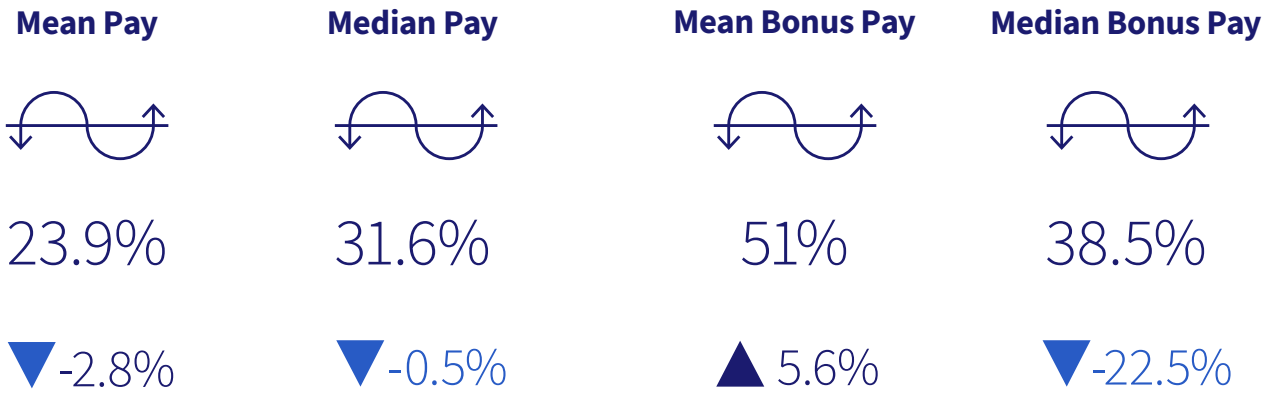
We have provided the gender pay gap data below to the government in respect of Worldpay (U.K.) limited to provide some context to the data analysed, this legal entity consists of a population of 2998 employees. We are predominantly made up of the below functions within this legal entity:

- Development
- Product Management
- Client Services
- Call Centre
- Sales
- Corporate

The data below can also be viewed on the Government website.



Worldpay 2023 gender pay gap data



84.6% of men received a bonus in relevant period.

▲ 51%



85.7% of women received a bonus in relevant period.

▲ 57.5%

Indication: Against 2022 data

▲ Increases

▼ Decrease

► Neutral

% of men and women in quartile pay band



Upper	76% ▼ -1.6%	24% ▲ 1.6%
Upper Middle	62.6% ▼ -3.1%	37.4% ▲ 3.1%
Lower Middle	54.5% ▼ -2.3%	45.5% ▲ 2.3%
Lower	49.1% ▲ 1.1%	50.9% ▼ -1.1%

What does this data mean?

1. What is included in the pay data?

- Basic pay
- Pro rata bonus payment
- Allowances (e.g., first aid)
- On-call payments
- Recruitment and retention one-off incentive payment

2. What is included in the bonus data?

- Performance related bonus
- Commission
- Spot bonus
- LTI/Securities options when income taxed

3. Who is included in the pay data calculations?

- Employees with a contract of employment
- Employees who are on international assignment but have a U.K. contract
- Employees who are on full pay
- Part-time employees are included on their part time salary
- Employees on reduced pay such as unpaid leave, maternity leave, reduced sick pay are excluded

4. Who is included in the bonus data calculations?

- Employees with a contract of employment
- Employees who are on reduced pay as their bonus is pro-rated

5. What do the percentages mean?

- The calculations for mean and median pay and bonus are expressed as a percentage of men's earnings:
 - Positive percentage result shows female employees having lower pay or bonus than men
 - Negative percentage result shows male employees having lower pay or bonus than women
- The expectation is that all companies will have a positive percentage result, hence why this regulation has been rolled out. You can view the data of other companies at [Gender Pay Gap Data](#)

6. What factors affect the reporting?

- Size of employee population
- High male executive salaries and bonuses
- Total gender population i.e., having fewer women in the population
- Pro-rated bonus data is included with full-time bonus data, so is not like-for-like data
- London weighting and outer London salaries
- LTI/Securities are included in calculations
- Salary sacrifice schemes will have an impact

Roadmap to success

As a company, we are continually reviewing the gender pay gap strategy to ensure we are meeting the requirements of an ever-evolving market but more importantly ensuring our most valuable assets, our people, are empowered and supported throughout their journeys at Worldpay.

In 2018, we outlined a roadmap to help address this gap, which was built on six key areas of focus. This roadmap is our commitment to address the gender pay gap. During these initial five years, we have built a strong and solid foundation with respect to our gender equality efforts. We will continue to build upon this as we refresh our strategy for the next five years as we work to further improve our gender pay gap.

OUR KEY AREAS OF FOCUS FOR GENDER INCLUSION



Metrics and analysis



Sourcing and development



Inclusive culture



Leadership enablement



Policies and benefits



External engagement

2018 to 2019

- Assessed current state to identify key priorities and areas of focus
- Developed multi-year strategy to support key priorities and areas of focus
- Implemented Workday and Visier to enable better data collection and analysis
- Developed diversity dashboards to track trends, measure progress and drive accountability
- Established continual review of people/talent processes and policies for bias
- Deployed enterprise-wide succession planning and career and skills development
- Deployed leadership ecosystem for transformation leadership, inclusive of a new hi-potential leadership development program
- Piloted gender-focused mentoring programs
- Launched geo and/or business unit-focused women's inclusion networks
- Set focus on gender-balanced candidate pipelines from entry-level to senior-level roles, as well as gender-balanced interview panels
- Deployed new performance process to encourage continual feedback and identify development needs
- Rolled out coaching accreditation to upskill The People Office (TPO) in supporting leadership development
- Introduced "Be Your Own Chief Learning Officer" philosophy and approach
- Launched Manager Excellence Training
- Implemented compensation ranges globally and consistent titling
- Launched employee engagement survey
- Transformed from traditional performance management to continuous feedback with the introduction of Performance365

2020

- Refreshed our organizational values and introduced culture champions
- Embedded awareness of common biases in people processes
- Launched new I&D education, including WeLearn to Be Inclusive microsite and mandatory Respectful Workplace training
- Established executive-led Enterprise I&D Council
- Expanded talent sources to broaden the talent pool and increase gender representation in the candidate pipeline
- Introduction of Celebrate platform for reward and recognition
- Deployed Clifton Strengths
- Implemented PhenomPeople, Gartner TalentNeuron and LinkedIn Insights
- Launched first ESG Report with increased I&D transparency

2021

- Aligned geo and business unit-focused Women's Inclusion Network into one enterprise-wide Women's Inclusion Network, and launched Working Families Inclusion Networks with formal Executive Sponsorship
- Implemented all-colleague Unconscious Bias training
- Reviewed and expanded maternity and parental leave benefits
- Partnered with three new women-focused STEM diversity organisations
- Supported of charitable causes and initiatives focused on improving the lives of women and girls in the community such as Girls in Tech
- Integrated inclusive leadership as part of the refreshed transformational leadership framework
- Built new predictive analytics tool to assist with achieving diversity goals
- Invested in women owned fintech start-ups to support better industry inclusion and representation

2022

- Deployed enhanced diversity voluntary self-ID to enable intersectional analysis and review
- Expanded peer connect, mentoring, and sponsorship programs and initiatives Enabled courageous dialogue and discussion of topics that impact inclusion, equality and equity across the organization, and implemented training that supports advocacy and self-promotion
- Engaged men as allies in the pursuit of gender equality
- Spotlighted, ,sponsored and amplified visibility of women within business and fintech at industry forums, publications and events
- Partnered with our clients and industry peers in efforts that help to improve gender representation and inclusion in the industry
- Reviewed our products, offerings and solutions through a gender lens, where applicable
- Broadened supplier diversity efforts
- Deployed inclusive leadership training
- Participated in external benchmarking and award programs
- Introduced Menopause policy
- Formalized a regional structure for inclusion networks, including our enterprise-wide Women's Inclusion Networks

2023 and beyond

- Deepen accountability for Inclusion & Diversity aspirational goals
- Develop a formal sponsorship program
- Implement additional I&D training
- Partner with our clients and peers in efforts that help to improve gender representation and inclusion in the industry
- Consider a gender lens related to our products, offerings and solutions, where applicable
- Expand supplier diversity efforts
- Explore more inclusive and innovative talent programs
- Participate in external benchmarking and award programs

Impact

Worldpay experienced a considerable decrease in both mean and median ordinary pay gap due to increased female representation in upper quartile. We believe our long-term strategies are making a positive impact resulting in a smaller gap in the future. Worldpay will continue to work to close the gap and identify areas for improvement to ensure we do the right thing.

The bonus data is in the favour of men as proportion of both men and women receiving bonus has increased from 2022. The mean bonus gap has increased significantly, due to one off bonus payment at all levels of seniority.

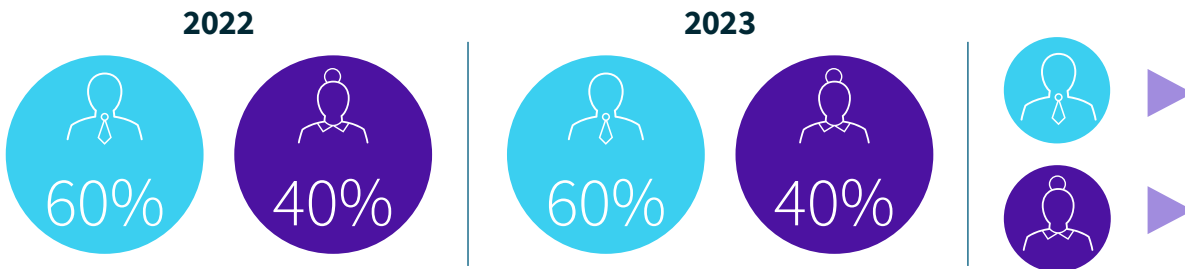
As a company, we are working to recruit and promote women into senior leadership roles. This has been and will continue to be a strategic priority for us.



Further Analysis

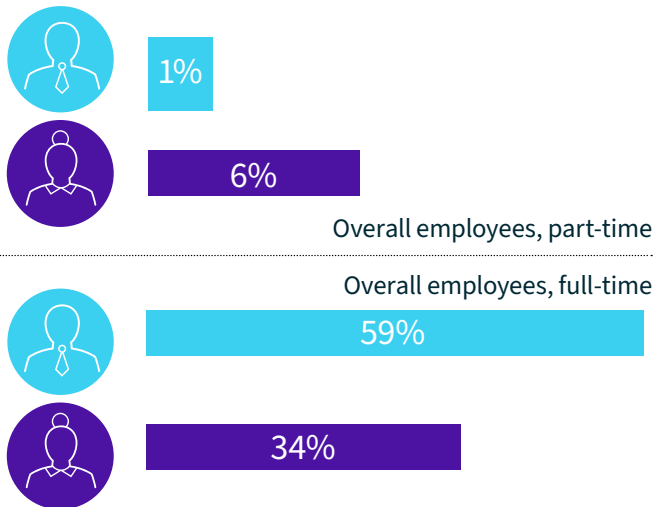
As a company, we understand the importance of gender pay gap legislation and have continued to carry out in-depth analysis for 2023 in order to fully understand and highlight key areas that can impact the gender pay gap and to identify areas to address as part of our strategic objectives.

Gender split of Worldpay (As of 5 April)

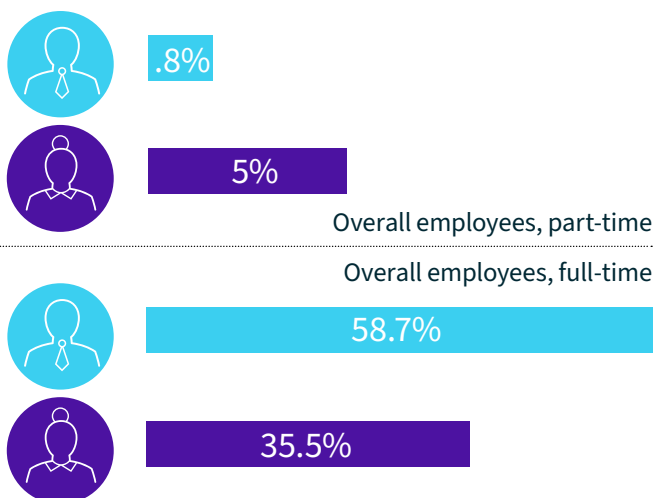


Part-time vs full-time employees (As of 5 April)

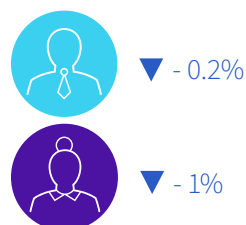
2022



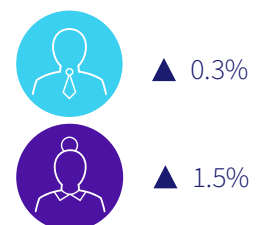
2023



Part time



Full Time



Our commitment

At Worldpay, our people are our biggest asset, and we will continue to strive to disrupt the gender pay gap and improve the representation of women. We must encourage and support women within the financial technology world while ensuring inclusion. We have power in numbers across all genders, and together we can impact change.



Statement of accuracy



Gabriel de Montessus

Group President,
Head of International
Merchant Solutions

We confirm that the data reported is accurate and aligned to the legislative requirements as part of the Gender Pay Gap Regulation.

“Our gender pay gap has reduced from 2022 and therefore our overall pay gap has continued to reduce since 2019. Although we are making progress, there have been some fluctuations in our bonus pay gap results, it’s clear we have more work to do. We have outlined a roadmap to help address this gap which is built on six key areas of focus: metrics and analysis; sourcing and development; inclusive culture; transformational leadership; policies and benefits; and external engagement. We continue to focus on increasing the proportion of women colleagues across all talent pipelines and at our most senior levels of the organization, deepening accountability for inclusion and diversity and continuing to foster an inclusive culture.”

Gabriel



About Worldpay

Worldpay is an industry leading payments technology and solutions company with unique capabilities to power omni-commerce across the globe. Our processing solutions allow businesses of all sizes to take, make and manage payments in-person and online from anywhere in the world. Annually, we process over 40 billion transactions across 146 countries and 135 currencies. We help our customers become more efficient, more secure and more successful.

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