



## GENDER PAY GAP REPORT 2022

At Ingenico we have diverse roles from Warehousing to Contact Centre, IT, Testing, Warranty and Service Centre along with more traditional roles such as Finance and HR to name but a few. Our aim is for an inclusive and diverse workforce where people thrive because they can be themselves at work and are valued for the diverse ideas and views they bring to the team, no matter what role they play. That is why gender diversity is one of our key priorities and we continue to look at ways to attract women into our organisation and support their career development.

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink that reads "Alison Stewart".

**ALISON STEWART**  
HRBP Ingenico UK Ltd

16 March 2023

**OVERVIEW**

Ingenico UK Ltd was acquired by Apollo Global Management in 2022 and at the point of preparing this report, are still part of Apollo.

The legal entity has a workforce consisting of 37.2% women and 62.8% men. The median gender pay gap is currently 8.86% and the mean is 34.5%. This gap is the result of bonus payments made in April 2022 to senior managers which are required to be included in the gender pay calculations. Additionally, some senior females in the upper quartile in 2021 left the business which has also contributed towards the gap.

It is important to understand that this is not an equal pay issue but does show the need to increase the number of female employees in our workforce, specifically, at the more senior levels of the organisation. We are delighted to have recently recruited more women into senior positions, as well as having promoted some female employees to more senior posts. As a result, we anticipate the calculations for 2023 (published in 2024) to reflect this resulting in a reduction in the current gap.

Looking at the median pay for both men and women, there is little difference. However, given we have more men in the organisation at senior level, this impacts the overall average salary.

The median bonus gap is 2.22% while the mean is 68.38%. This includes performance shares which vested in 2022 for some senior employees who were predominantly male. These were allocated a number of years ago and have vested during the 2021/22 tax year.

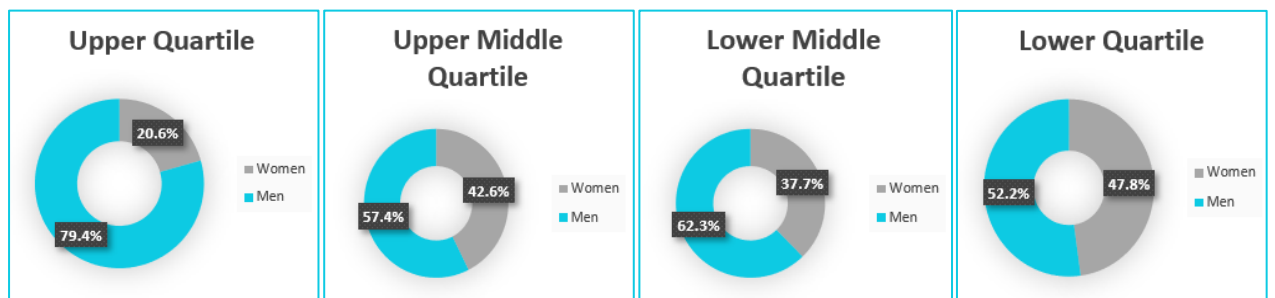
**Gender Pay Gap Figures for Ingenico UK Limited**

The following shows data as of the snapshot date of 5 April 2022 compared to our 2021 data.

**HOURLY WAGES PAY GAP**

	2022	2021	2022 vs 2021
Mean Gender Pay Gap	34.50%	33.98%	0.52% increase
Median Gender Pay Gap	8.86%	6.42%	2.44% increase

**PROPORTION OF WOMEN IN EACH PAY QUARTILE**



**BONUS PAY GAP**

	2022	2021	2022 vs 2021
Mean Gender Bonus Gap	68.38%	68.18%	0.2% increase
Median Gender Bonus Gap	2.22%	2.63%	0.41% reduction

Proportion of men and women who receive a bonus



**WORKING TOWARDS REDUCING OUR GAP**

Below are some of the key activities taking place which will help reduce our gap:

- **Inclusive policies and processes** – continual review and improvement of policies. Additionally, targeting people managers with Diversity & Inclusion objectives to help drive the D&I strategy, which includes working to close the Gender Pay Gap.
- **Monitoring and analytics** – qualitative and quantitative data includes Employee Engagement survey to identify areas of improvement.
- **Salary Review** - We monitor the distribution of the pay review to ensure it is awarded equally and fairly by gender.
- **Networks** – UNITE is an internal network to support Diversity & Inclusion. Goals include aiming to increase the representation of women in senior roles, as well as highlighting areas for improvement. The network also raises awareness through events such as International Women Day.
- **Career/Talent Development** – Managers have career development discussions with all employees to help them achieve their goals. Additionally, the annual Talent Review process encourages managers to fairly consider all genders as part of the succession planning and talent development process.
- **Recruitment/Brand Awareness** – We work with local education providers to increase brand awareness and build relationships, enabling the us to promote role opportunities for Women in Technology.

**For Further Information**

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