

## GENDER PAY REPORTING

Here at Ingenico UK we are committed to ensuring we have a diverse workforce supported in the pursuit of their career development through the provision of equal opportunities and flexible working in our workplace.

We believe the data compiled in this report is similar to that of other sectors in our industry and are pleased to see the progress we have made since 2018. We had a specific plan of actions that continues to have a place in all we do and this has resulted in positive changes. As in 2018, the Pay Gender Gap Report has provided us with a number of opportunities to build an action plan to address these. Our actions in 2019 are :

- **Increased transparency of rewards including salary, bonus and flexible benefits.** The past 12 months have seen more transparency, active employee engagement in selection of flexible benefits and a simple yet consistent approach to bonus awards
- **Transparency of our employment policies to support ongoing progression and flexible working.** 2018 provided increased opportunities for career progression and more requests for flexible working
- **Focus on attracting more females in team leaders, managers and in our senior leadership team.** We are very pleased with the action delivery in the past 12 months with new team leaders and managers at various levels being females
- **Continually review our bonus arrangements to ensure a good mix of company and personal performance objectives** Working with our Group colleagues we are continually looking at ways to ensure our bonus arrangements are appropriate for the market and our people.

I confirm the data reported is accurate.



**SUSAN O'DONNELL**

**HR Director**

**3 April 2019**

## Gender Pay Gap Explained

## KEY DATA

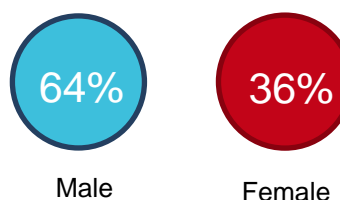
The gender pay gap shows the difference between the average (mean or median) earnings of men and woman within the population of the company. The data will provide the company with an opportunity to identify key trends and areas for action around the promotion of equality in the workplace, male and female representation and the promotion of talent/development opportunities. The gender pay gap varies by occupation, age group and working patterns.

This is different to equal pay, which deals with pay differences between male and female pay for carrying out the same, similar or equivalent work or work of equal value. It is clear from Ingenico UK's data we are underrepresented in females in senior roles which we are actively addressing.

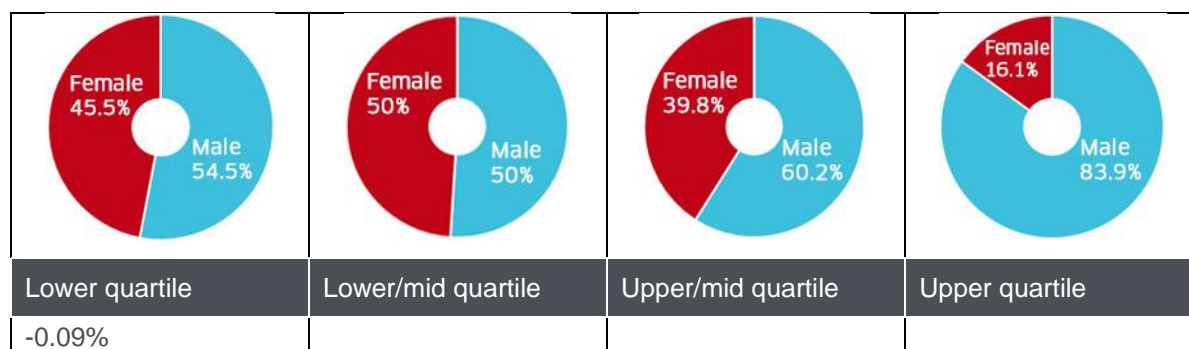
### Mean and Median Pay and Bonus Gap

Item	Mean	Median
Pay gap	30.4%	10.6%
Bonus Gap	69.0%	36.7%

### Proportion of Male/Female employees



### Quartile Pay Band information with proportion of Male/Female and Mean pay Gap



### Underlying Causes of difference in Data

Our overall profile as an employer has 36% Female employees with 64% males – a very slight change on 2018. When we reflect the mix per pay quartile this is more balanced in the lower two quartiles with an increasing number of males in Q3 and a high number in our highest quartile. This remains unchanged from 2018. The past 12 months have seen more females join the business at Team Leader, Manager and Senior Manager level and this has seen significant change in the Median pay gap. Whilst we have seen little change in the Bonus data we are working on simplifying our approach in this area and hope to see these changes reflected moving forward.

As noted earlier in this report, we have seen females join in the traditional roles as well as more technical areas which is good to see given our desire to move away from pure manufacturing into the area financial technology (FinTech) business. Many of our internal promotions in the past year have been with females and our recruitment profile has and will continue to change in in our desire to be a good and fair employer.