



GENDER PAY GAP REPORT 2020

INTRODUCTION

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We are committed to growing and promoting a diverse workforce at Ingenico UK Limited. Diversity, inclusivity and mobility are central to our culture. For us, delivering balanced access to managerial positions, and ensuring equal access to higher-level careers are considered business essentials. This is underpinned by having supportive flexible working policies.



We have made good progress with the actions we shared in our 2018 report and as a result of this we are delighted to see a reduction in both our gender pay gap and bonus pay gap.

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.

Susan O'Donnell

SUSAN O'DONNELL
Company Director

30 September 2021

OVERVIEW

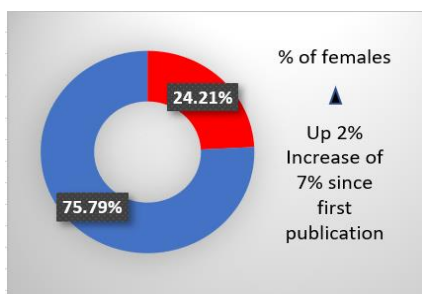
Our mean and median for both pay and bonus has reduced since we began reporting in 2018. In 2020, we became part of Worldline and made changes to our legal entities in preparation for this. Since then we have continued with our focus on diversity, ensuring women are represented on our talent programmes and in our expert communities.

	2020	2019	2018	2020 vs 2018
HOURLY WAGES PAY GAP				
Mean Gender Pay Gap	21.29%	20.08%	30.40%	▼
Median Gender Pay Gap	5.68%	5.46%	10.60%	▼
BONUS PAY GAP				
Mean Bonus Pay Gap	61.62%	57.05%	69.00%	▼
Median Bonus Pay Gap	5.90%	18.26%	36.70%	▼
WHO RECEIVED BONUS PAY				
Women	78.92%	74.16%	64.90%	▲
Men	81.72%	78.20%	68.30%	▲

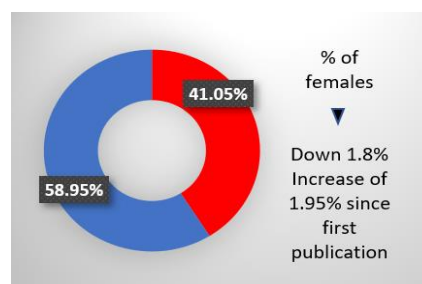
PROPORTION OF WOMEN IN EACH PAY QUARTILE

Men ■ Women ■

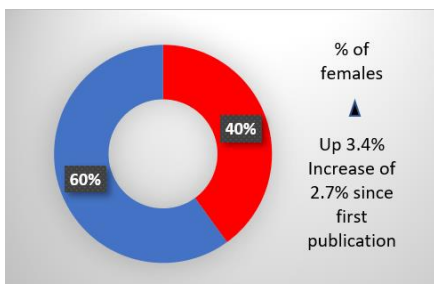
TOP QUARTILE



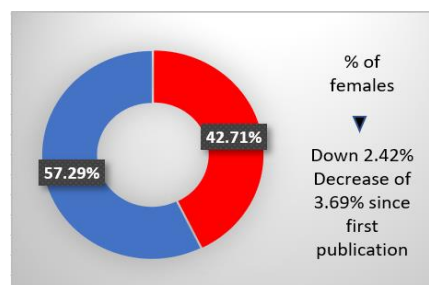
UPPER MIDDLE



LOWER MIDDLE



LOWER QUARTILE



WORKING TOWARDS REDUCING OUR GAP

The gender pay gap shows the difference between the average (mean or median) earnings of men and woman within the population of the company. 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.

Although the data above shows we have made improvements in our gender pay split we recognise we still need to attract more women into roles across the organisation in particular technical and senior roles. We are also focusing on supporting those in more junior roles to progress their career within the company, this is why we advertise all roles internally first. Since joining Worldline we have now got a global diversity network called UNITE and one of our ambitions as part of [TRUST 2025](#) global CSR strategy is to have 35% of women in management positions by 2025. In all our People processes from talent reviews, annual pay review to applications for our Expert and Leadership programmes we are ensuring there is a gender balance through analysing the data during the process, allowing opportunity for alignment rather than reviewing post completion of the process.

We will continue to ensure our job descriptions are gender neutral and offer flexibility within roles to attract more women into our organisation and support their career progression.

