



GENDER PAY GAP REPORT 2021

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.

KSharif

Kashif Sharif
Company Director

31 March 2022

OVERVIEW

Ingenico UK Limited was acquired by Worldline in 2020 and at the point of preparing this report are still part of Worldline.

The legal entity has a workforce made up of 37.3% women and 62.7% men. Our median gender pay gap is currently 6.42% and our mean is 33.98%. Part of the gap is attributed to the fact that bonuses are paid in April each year and therefore need to be included in the gender pay calculations. It is important to understand that this is not an equal pay issue but does show the need to increase the number of female in our workforce and to increase the number of women at the more senior levels of the organisation. We are delighted to see more women move into the upper quartile as this increased by 1.8% from 2020. In addition we have increased the number of women joining in junior roles by 4%, our aim is to nurture and grow our talent to develop and progress within the organisation.

The median bonus gap is 2.63% while the mean is 68.18%. This includes performance shares which vested in 2021 for some in senior positions who were predominantly male. These were allocated a number of years ago and have just vested now. We did see an increase in the number of women who received a bonus, this improved by 9%.

If we look at the median for men and women there is little difference however we have more men in the organisation and in particular at senior level which impact the overall average salary.

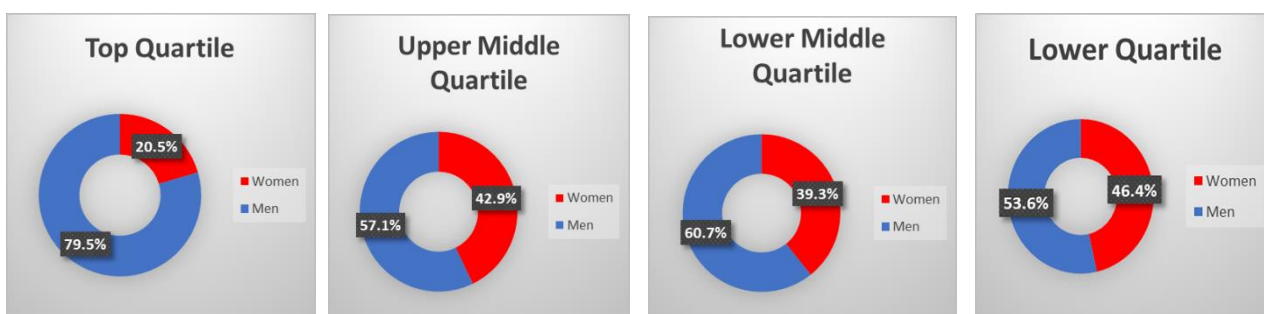
Gender Pay Gap Figures for Ingenico UK Limited

The following shows data as of the snapshot date of 5 April 2021 compared to our 2020 data.

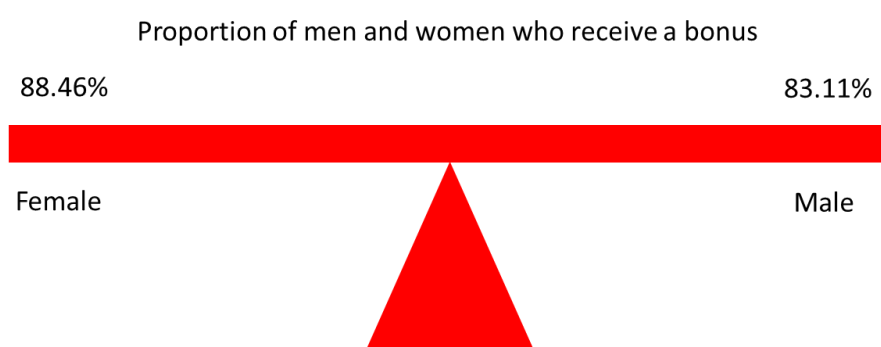
HOURLY WAGES PAY GAP

	2021	2020	2021 vs 2020
Mean Gender Pay Gap	33.98%	21.29%	12.69% increase
Median Gender Pay Gap	6.42%	5.68%	0.74% increase

PROPORTION OF WOMEN IN EACH PAY QUARTILE



BONUS PAY GAP			
	2021	2020	2021 vs 2020
Mean Gender Pay Gap	68.18%	61.62%	6.65% increase
Median Gender Pay Gap	2.63%	5.9%	3.27% reduction



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, introducing new policies for example hybrid working which offers greater flexibility to work between home and the office.
- **Monitoring and analytics** – qualitative and quantitative data includes Great Place to Work survey to identify areas of improvement. We monitor the distribution of the pay review to ensure it is awarded equally and fairly by gender.
- **Recruitment** – using tools such as Textio to ensure our adverts are gender neutral and increase likelihood of women applying. Promoting female role models in what might appear to be male orientated roles to attract more women.
- **Networks** – UNITE network which has goals to increase the representation of women in senior roles. The network raises awareness through events such as International Women Day. Our global TRUST 2025 goal is to have 35% of women in management positions by 2025.
- **Career development** – Worldline have launched a mentorship programme which we are promoting and encouraging all our employees who want to develop to take part.

For Further Information

<https://www.ingenico.co.uk/>



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