

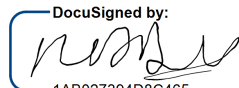


Gender Pay Gap Report 2019/2020

Written Statement

WorldRemit is required to comply with [Equality Act 2010 \(Gender Pay Gap Information Regulations 2017\)](#) and publish gender pay gap annually on our website and via the government's Gender Pay Gap Service. The following information is an accurate representation of WorldRemit's gender pay gap as at a snapshot date of 5 April 2020.

Signed for and on behalf of WorldRemit Ltd.

DocuSigned by:

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Michael Ball, Director

DocuSigned by:

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Breon Corcoran, CEO

Our gender pay gap

The table below shows our Gender pay gap information, based on our UK employees' pay on 5th April 2020.

	Mean Gap	Median Gap
Hourly pay	16.54%	22.15%
Bonus	54.41%	29.58%
	Female	Male
Proportion paid a bonus	60.40%	58.82%
Percentage of men and women in each hourly pay quarter		
Upper quartile	32.93%	67.07%
Upper middle quartile	39.02%	60.98%
Lower middle quartile	48.78%	51.22%
Lower quartile	56.79%	43.21%

What is the Gender Pay Gap?

The gender pay gap is distinct from equal pay. Equal pay has been a legal requirement since the Equal Pay Act was introduced in the UK in 1970. The gender pay gap represents the difference between what men typically earn in an organisation compared to what women earn.

About us

We're a leading global payments company and, along with Sendwave, part of Zepz, a group powering two global payments brands.

We disrupted an industry previously dominated by offline legacy players by taking international money transfers online - making them safer, faster and lower-cost. We currently send from 50 countries to recipients in 130 countries, operate in more than 5,000 money transfer corridors worldwide and employ around 1,200 people globally.

In the UK, in April 2020, there were 327 full pay relevant employees, of which 44% are female. We continue to take action to close the gender pay gap in our organisation as well as to celebrate female successes amongst our employees and clients.

WorldRemit's headquarters are in London, United Kingdom with regional offices in the United States, Poland, Canada, Australia, Hong Kong, Singapore, Malaysia, the Philippines, South Africa, Somaliland, Uganda, Kenya, Rwanda, Tanzania, Zimbabwe and Belgium.

Previous years

2018/2019	Mean Gap	Median Gap
Hourly pay	30.05%	35.75%
Bonus	30.14%	53.56%
	Female	Male
Proportion paid a bonus	48%	46%

Percentage of men and women in each hourly pay quarter		
Upper quartile	15%	85%
Upper middle quartile	40%	60%
Lower middle quartile	49%	51%
Lower quartile	55%	45%

2017/2018	Mean Gap	Median Gap
Hourly pay	34.45%	45.64%
Bonus	55.71%	58.75%
	Female	Male
Proportion paid a bonus	72%	77%
Percentage of men and women in each hourly pay quarter		
Upper quartile	19%	81%
Upper middle quartile	44%	56%
Lower middle quartile	51%	49%
Lower quartile	59%	41%