



Gender Pay Gap Report

2020/2021

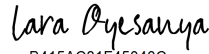
Written Statement

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 2021.

Signed for and on behalf of WorldRemit Service Company Limited.

DocuSigned by:

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Justine Dinter, Chief People Officer

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Lara Oyesanya, General Counsel

Our gender pay gap

The table below shows our Gender pay gap information, based on our UK employees' pay on 5th April 2021 employed by WorldRemit Service Company Limited.

	Mean Gap	Median Gap
Hourly pay	18.6%	25.8%
Bonus	41.4%	12.3%
	Female	Male
Proportion paid a bonus	74.8%	74.6%
Percentage of men and women in each hourly pay quarter		
Upper quartile	38.5%	61.5%
Upper middle quartile	43.1%	56.9%
Lower middle quartile	63.1%	36.9%
Lower quartile	59.4%	40.6%

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 are committed to equality and equity in our mission to provide safe, fair remittance services, but also to the hundreds of people who are employed by Zepz and their entities

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 operate in more than 5,000 money transfer corridors worldwide and employ around 1,200 people globally.

In the UK, in April 2021, there were 259 full pay relevant employees, of which 51% are female. Ensuring our diverse team is remunerated fairly and equitably is critical in supporting a diverse customer base. We will continue to take action to close the gender pay gap whilst celebrating female success amongst our employees.

WorldRemit's headquarters are in London, United Kingdom with regional offices around the world.