

# U.K. Gender Pay Gap Report 2024

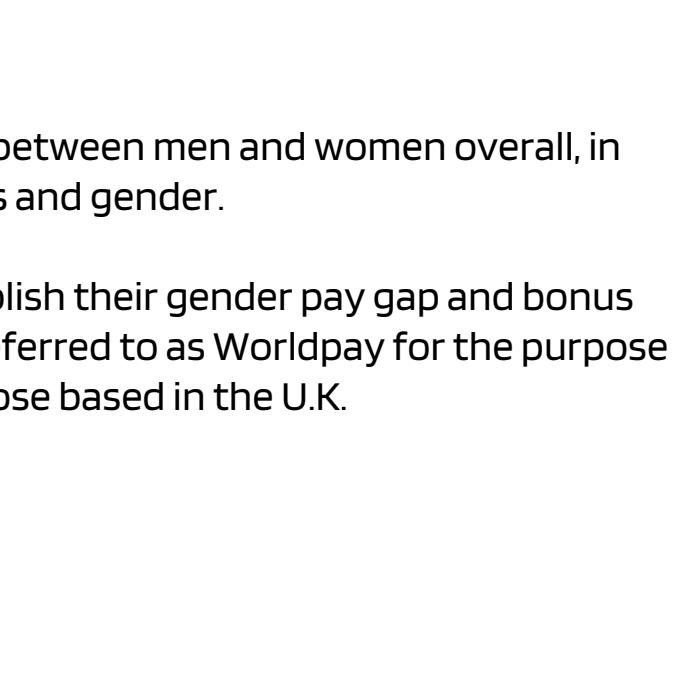
## At Worldpay, inclusion is for all

At Worldpay, we believe inclusion is for all. That's why it's a core part of our culture and values.

We're actively working to close our gender pay gap in the U.K. This year, we've successfully improved three out of four measures. Although there have been some fluctuations in our bonus pay gap, we've consistently achieved a reduction in our overall pay gap since 2019.

Our pay gap is predominantly driven by fewer women in senior roles. Whilst we're pleased more women have moved into the upper pay quartiles this year, we know we've still got work to do.

Below you'll find this year's gender pay gap progress along with all the actions we're taking to deliver on our commitment to inclusion for all and reducing the U.K. gender pay gap at Worldpay.



## Pay gap reporting

The gender pay gap is an indication of the average pay difference between men and women overall, in the U.K. It is not an analysis of equal pay between like-for-like roles and gender.

Employers with over 250 employees are required by U.K. law to publish their gender pay gap and bonus gap figures annually. We're reporting on Worldpay (U.K.) Limited, referred to as Worldpay for the purpose of this report. It does not reflect our global population, but only those based in the U.K.

## Our results

### Pay and bonus gaps

This year, we've improved **three out of four measures**.

#### Mean pay gap

**22%**

**-2%**

vs 2023 data

#### Median pay gap

**28%**

**-3%**

vs 2023 data

#### Gender Pay Gaps

The difference in hourly pay between men and women in the U.K. on 5 April 2024, shown as a percentage of men's hourly pay.

We have reduced both mean and median Gender Pay Gaps at Worldpay in 2024.

#### Mean bonus pay gap

**40%**

**-11%**

vs 2023 data

#### Median bonus pay gap

**43%**

**4%**

vs 2023 data

#### Bonus Pay Gaps

The average bonus pay that men and women in the U.K. received in the 12 months before 5 April 2024, shown as a percentage of men's bonus pay.

At Worldpay 30% of women and 35% of men in the U.K. received a bonus in 2024.

### Worldpay U.K. gender split

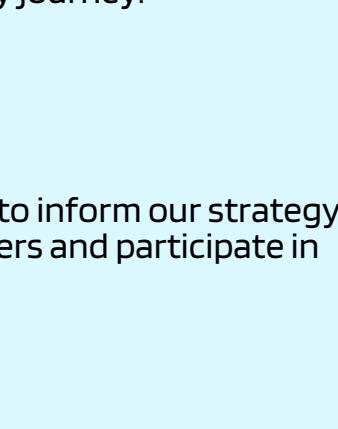
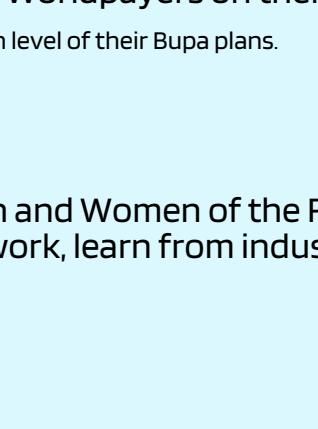
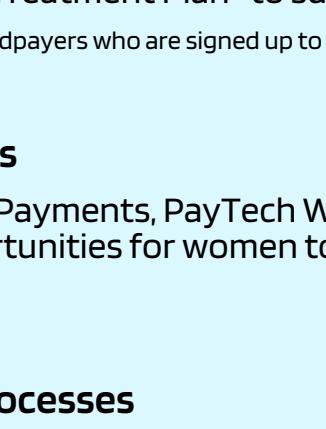
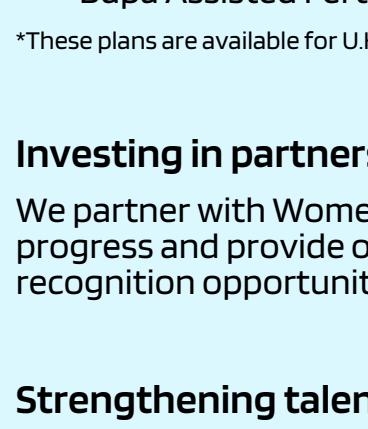
This gender split shows that there are more men than women Worldpayers in the U.K., adding context to our gender pay analysis.

**40% Women**

**60% Men**

### Pay quartiles

How U.K. Worldpayers are spread out by gender from the highest paid to the lowest paid, based on hourly pay. The lower proportion of women in the upper quartiles contributes to our U.K. gender pay gap.



vs 2023 data   Women   Men

## How we're owning it

We're a global organization with our headquarters in Cincinnati and our international headquarters in London. We have over 10,000 Worldpayers globally, with over 3000 based in the U.K. Our gender pay gap is influenced by the distribution of our workforce, with more senior leaders in the U.S. than in other regions.

We're committed to increasing the representation of women in senior roles to reduce our U.K. gender pay gap, and empower Worldpayers to own their careers.

Our targeted actions include:

### Tailored development opportunities

We're launching two new targeted leadership development programs to accelerate high-performing Worldpayers with the tools and support to build their careers at Worldpay, with a key focus on supporting the progress of women into senior roles.

### A refreshed approach to reward

We're continually refining our pay and bonus programs, including both pay and gender pay gap analysis at regular intervals. Equal pay checks are part of our annual pay review process. Recently, we've introduced more Worldpayers into pay for performance.

### Taking a holistic approach to support

We aim to support women through all life stages. In the U.K. we offer:

- Enhanced maternity and shared parental leave;
- A comprehensive range of health benefits including access to a virtual GP, Employee Assistance Programme and an annual Bupa Health Assessment;
- Bright Horizons emergency backup child and elder care;
- Bupa Menopause Plan\* for women going through menopause and guidance for People Leaders; and
- Bupa Assisted Fertility Treatment Plan\* to support Worldpayers on their family journey.

\*These plans are available for U.K. Worldpayers who are signed up to a certain level of their Bupa plans.

### Investing in partnerships

We partner with Women in Payments, PayTech Women and Women of the Future to inform our strategy, drive progress and provide opportunities for women to network, learn from industry peers and participate in

### Strengthening talent processes

We believe in diversity of thought and experiences in teams is key to helping our customers grow. To strengthen diversity in our teams, we are:

- Providing a refresh practice hiring guidance, built around our inclusive values and behaviours;
- Launching a performance career experience framework to boost internal opportunities and frequent career progression;
- Conversations and feedback; and
- Refining our job architecture, ensuring market alignment.

### Connecting Worldpayer communities

We have nine Worldpayer-led, executive-sponsored global inclusion networks. Our networks create space for

connection, discussion and belonging.

Our women's network, Wow, empowers women at Worldpay by fostering a culture of advocacy, growth, and belonging. The FamilyFlex network supports those balancing family care with professional growth.

### Learning for everyone

We want all Worldpayers to be empowered to own their development. We've recently given Worldpayers access to Udemy, a world-class learning platform. All our people create their own personal development plans so they can grow their careers.

### Investing in early careers

We're launching a refreshed early careers programme for ambitious graduates to become the next generation of

Worldpayers. This initiative is crucial as we develop a framework that supports women at every stage of their

### Creating a culture rooted in inclusion

To attract and support women into senior roles, we empower Worldpayers in how and where they work. Our employee values are: Think like a customer, Act like an owner and Win as a team. They have inclusion at their core and define how we show up for each other and our customers. Our employee value proposition - "A world that's

thrives".

We're proud of the progress we've made and remain dedicated to fostering an inclusive workplace where everyone can own it.