



Gender Pay Gap Statement 2026

Introduction

Since the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all companies with more than 250 employees are required by law to carry out gender pay gap reporting on a snapshot date each year (5th April).

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

I am pleased to publish our Gender Pay Gap report for 2025 and confirm that allpay Limited have met the requirement to publicly report our gender pay gap analysis by April 2026.

The key metrics are shown below, and the figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation.

allpay Limited – Gender Pay Gap

The 2025 report demonstrates continued progress in reducing our gender pay gap since reporting began in 2017. The mean hourly pay gap has fallen from 17.70% in 2017 to a record low of 3.11% in 2025.

The reduction is largely driven by changes in our organisational structure. We have increased female representation at senior levels, including the promotion of a woman into a Board-level position. As a result, women now represent a higher proportion of our most senior leadership roles.

We have also continued to strengthen the pipeline of female talent, with more women progressing into senior positions across the organisation and an equal gender split now achieved within our Management Executive Team (MET team) through both internal progression and external recruitment. These shifts in workforce composition have helped to make the positive impact on our mean hourly pay figures.

Whilst our median figure has increased slightly this year, resulting in us remaining slightly above the national average of 12.8% in favour of men (ONS 2025, all employees), we remain committed to supporting women in an industry where underrepresentation persists,

particularly within the IT and technical space. Encouragingly, this year we have seen an improvement in gender representation within our IT and technical teams, with female representation among new starters increasing from approximately 9% in the previous period to 17%.

The mean and median gender bonus pay gaps are both negative this year (–65.84% and –68.50%), meaning bonus pay continues to favour women. This reflects higher bonus values received by women and is influenced by the distribution of bonus payments and the relatively small number of employees receiving a bonus, which can cause greater volatility in these figures.

The upper pay quartile remains male-dominated, with 66.25% of roles held by men and 33.75% by women. This represents a slight increase in male representation compared to the previous reporting period. Encouragingly, both the upper-middle and middle pay quartiles have seen a decrease in male representation alongside an increase in female representation, indicating improved balance across these levels.

In addition, while male representation in the lower pay quartile has reduced slightly, female representation has increased. This movement is likely to reflect the nature of entry-level roles within the organisation, which have attracted a higher proportion of female applicants.

Addressing the Gender Pay Gap

allpay's policy and commitment remains consistent:

“We are dedicated to promoting equality of opportunity for all staff and job applicants. We work hard to create a working environment in which all individuals can make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We are committed to tackling and eliminating all forms of inequality. Stopping short of positive bias, our strategies and focus will always be on ensuring we have the best person for the role, no matter what their gender.”

We continue to support all employees through a range of inclusive people practices, including:

- A transparent job evaluation process
- Training and coaching for hiring managers to support fair recruitment
- Equal access to learning and development opportunities
- A flexible working policy that is accessible and actively promoted across the organisation
- Our award-winning Team Leader Programme for aspiring managers
- Coaching and mentoring programmes to support progression

Addressing the gender pay gap this year has included a continued focus on improving female representation in areas of the organisation that have historically been male-dominated, particularly within IT and technical roles.

We actively support flexible working requests and, where operationally possible, offer part-time and alternative working arrangements to widen access to roles and support retention.

We also remain committed to offering equal starting salaries and bonus opportunities regardless of gender, ensuring fairness and consistency in reward.

Our long-term strategy focuses on increasing female representation in technical roles and supporting progression over time. In recent years, we have expanded our outreach in schools, promoting STEM careers and raising awareness of opportunities within FinTech. Our Work Experience Programme offered nearly 20 placements last year, with an increased focus on IT and technical roles. Alongside our Apprenticeship and T-Level programmes, these initiatives aim to challenge industry stereotypes and build a more diverse talent pipeline.

In addition, we continue to review and strengthen our people policies to support both women and men with caring responsibilities, including shared parental leave and flexible working arrangements. These actions are designed to support career progression at all stages and help create a more balanced representation across senior and higher-paid roles over time.

We continue to review our gender pay gap data annually to understand trends and ensure our actions are focused on improving representation and progression where they will have the greatest long-term impact.

Overall, while progress takes time, we are making steady steps towards closing the gender pay gap by improving representation in technical roles, supporting career development, and increasing female representation at senior levels.

2025	
Difference in hourly rate of pay – mean	3.1%
Difference in hourly rate of pay – median	15.6%
Difference in bonus pay – mean	-65.84%
Difference in bonus pay – median	-68.50%

Percentage of employees who received bonus pay	Males 1.1% Females 2.5%
Employees by pay quartile Upper quartile	Male 66.2 % Female 33.8%
Employees by pay quartile Upper middle quartile	Male 57.5% Female 42.5%
Employees by pay quartile Lower middle quartile	Male 55% Female 45%
Employees by pay quartile Lower quartile	Male 37.5% Female 62.5%



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Head of People

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