



## Gender Pay Gap Report 2019

As the country's leading payment specialists, we are committed to attracting and investing in great people. We have processes in place to ensure inclusion and objectivity are at the heart of everything we do.

At allpay we are committed to equality, diversity and fairness. We encourage individuals of all backgrounds to apply for existing vacancies, new opportunities or promotions and have an enviable record of growing our own people.

This reporting year we have seen a decrease in our gender pay gap figures. We continue to support our 'grow your own' model and this year has seen an increase across apprentice placements for both males and females. We have also developed this significantly throughout our IT apprenticeship appointments. In addition, we continue to utilise our job evaluation scheme to ensure salaries are based on a fair and transparent system.

Our bonus payments have been equal across both our male and female population and there were limited bonus payments in this reporting period.

We continue to support various existing initiatives such as our continued commitment to support our accredited Living Wage model whilst evolving our benefits and rewards offering for all.

Difference in hourly rate of pay – mean	9%
Difference in hourly rate of pay – median	20%
Difference in bonus pay – mean	7.3%
Difference in bonus pay – median	0%
Percentage of employees who received bonus pay	Males who received bonus pay % - 14.2% Females who received bonus pay % - 10.9%
Employees by pay quartile Upper quartile	Male % - 68.18% Female % - 31.82%
Employees by pay quartile Upper middle quartile	Male % - 71.64% Female % - 28.36%
Employees by pay quartile Lower middle quartile	Male % - 48.48% Female % - 51.52%
Employees by pay quartile Lower quartile	Male % - 45.45% Female % - 54.55%