

PayPoint Gender Pay Gap Report 2025



 PayPoint Group

www.paypoint.com

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At PayPoint we remain committed to building a diverse and inclusive business where all of our people are treated fairly and with respect, and where the contributions of everyone are recognised and valued. This commitment is captured in our vision to create a dynamic place to work, with a positive and inclusive environment where everyone can learn, grow and shine. Everyone who works at the PayPoint Group should feel respected and able to give their best, and we embrace people with different backgrounds and identities, valuing their contribution to achieving our strategic priorities. At the PayPoint Group, we call this 'Welcoming Everyone'.

As part of our wider diversity program, we continue to focus on and refine initiatives to address our gender balance including:

- Our 'Working for Everyone' policy to promote flexible working
- Updating our careers website to highlight the diversity of people already working for us
- Offering work experience to an equal mix of male and female students
- Ensuring that at least one male and one female qualified candidate is presented for each vacant position where possible, whilst continuing to hire the best person for the job, irrespective of gender or background
- Rolling out unconscious bias training to all employees
- Working with three local secondary schools including a girls school where we run a number of careers workshops throughout the year promoting social mobility & career literacy
- Championing a professional networking group to provide a safe place to discuss topics and issues that impact women in the workplace, including menopause, and to act as a catalyst for change

- Membership of the Women In Tech Forum, a global membership and coaching platform to help women build a successful career in the tech industry. Membership has been provided to a number of women at different career stages across the PayPoint Group and we have recently expanded our partnership to support with diverse talent attraction.

Small improvements are noted compared to 2024 with an increase in the proportion of women in the top quartile of pay and the proportion receiving a bonus, as well as a decrease in the median pay gap. However, a pay gap remains in the organisation driven by the fact that we continue to employ more men than women in higher paid roles such as roles in our Information Technology (IT) function, field sales and senior management positions. Conversely, we employ more women than men in lower paid roles such as those within our contact centre and operations teams.



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Our numbers

The gender pay gap reflects the distribution of men and women across the organisation, regardless of seniority or role. Gender pay is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Our pay philosophy aims to pay fairly and equitably relative to an individual's role, skills, experience and performance. We review our pay annually to ensure that there is no gender bias, and we are satisfied that this is the case

These numbers reflect the 882 full-pay relevant employees of PayPoint Group who were employed on 5 April 2025. Our statutory reporting requirements in respect of PayPoint Network Limited, our only entity employing the minimum 250 employees that requires individual company disclosures to be made, can be found at the end of this report.

Difference between male and female pay

	Mean 2025	Median 2025
Pay gap	26.1% 2024: 26.1%	36.2% 2024: 38.3%
	Mean 2025	Median 2025
Bonus gap	57.9% 2024: 56.0%	00.0% 2024: 00.0%

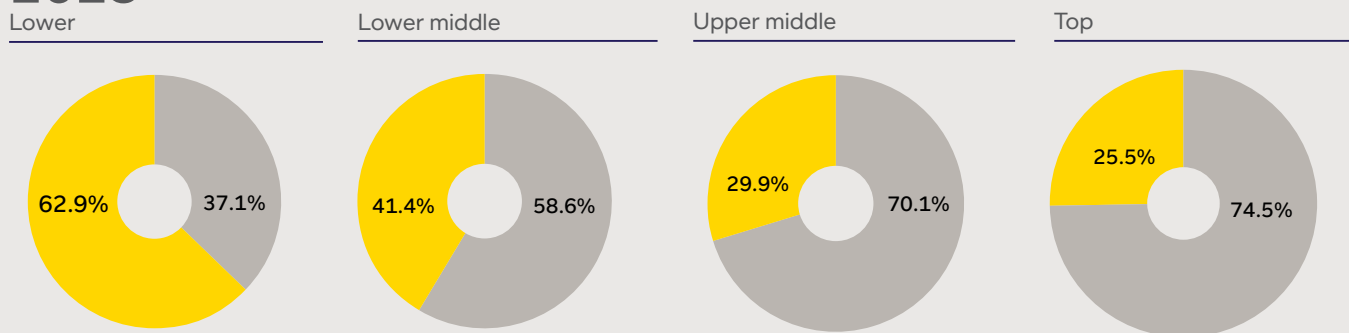
Proportion of males and females receiving a bonus

Male 2025	Female 2025
86.0% 2024: 77.2%	87.9% 2024: 77.8%

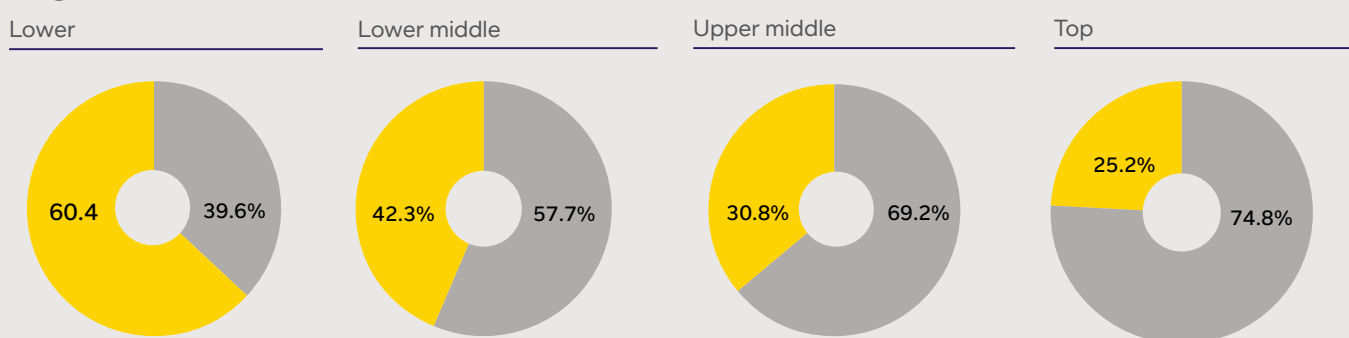
Pay quartiles

Illustrating the gender pay distribution across four equally sized quartiles ■ Male ■ Female

2025



2024



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Our statutory disclosures in respect of PayPoint Network Limited

Difference between male and female pay

Mean pay gap	Median pay gap
<u>21.1%</u>	<u>36.0%</u>

Mean bonus gap	Median bonus gap
<u>40.4%</u>	<u>00.0%</u>

Proportion of males receiving bonus	Proportion of females receiving bonus
<u>91.4%</u>	<u>90.8%</u>

Pay Quartiles

<u>Lower quartile</u>	
Male	Female
<u>38.5%</u>	<u>61.5%</u>

<u>Lower middle quartile</u>	
Male	Female
<u>60.3%</u>	<u>39.7%</u>

<u>Upper middle quartile</u>	
Male	Female
<u>73.5%</u>	<u>26.5%</u>

<u>Top quartile</u>	
Male	Female
<u>72.7%</u>	<u>27.3%</u>

I confirm the data reported is accurate.

Katy Wilde
Chief People Officer