

Global Payments 2018 Gender Pay Report

About Global Payments

Global Payments is the trading name of GPUK LLP and is a leading worldwide provider of payment technology and software solutions delivering innovative services to our customers globally. Our technologies, services and employee expertise enable us to provide a broad range of solutions that allow our customers to accept various payment types and operate their businesses more efficiently across a variety of distribution channels in many markets around the world.

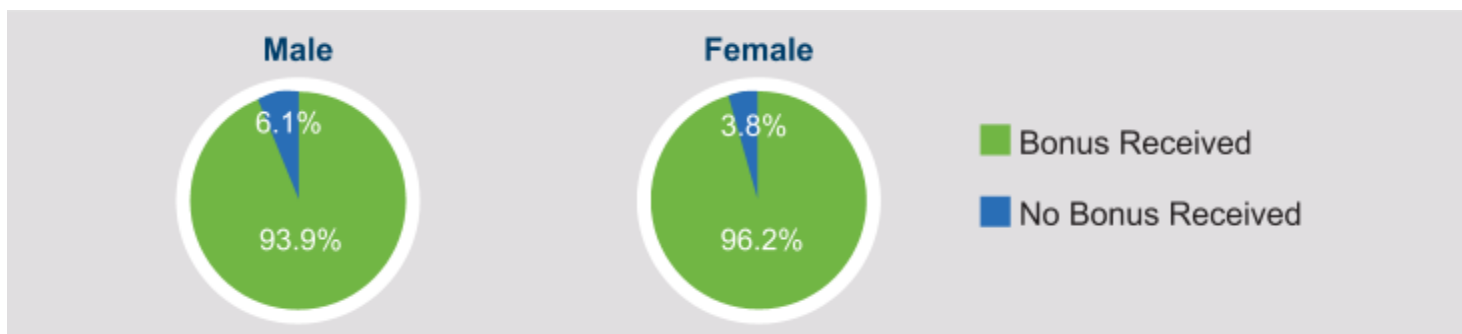
About Our Pay and Bonus Gap Data

We have used the calculations set out in the government regulations to report our mean and median gender pay and bonus gap numbers. The figures below take into account pay data from our Global Payments UK entity, which employed 323 employees as of 5 April 2018. As of 5 April 2018, we have a mean gender pay gap of 24.7%.

Our Pay and Bonus Gender Pay Gap

	Mean	Median
Difference in Pay	24.7%	24.8%
Difference in Bonus	55.8%	55.9%

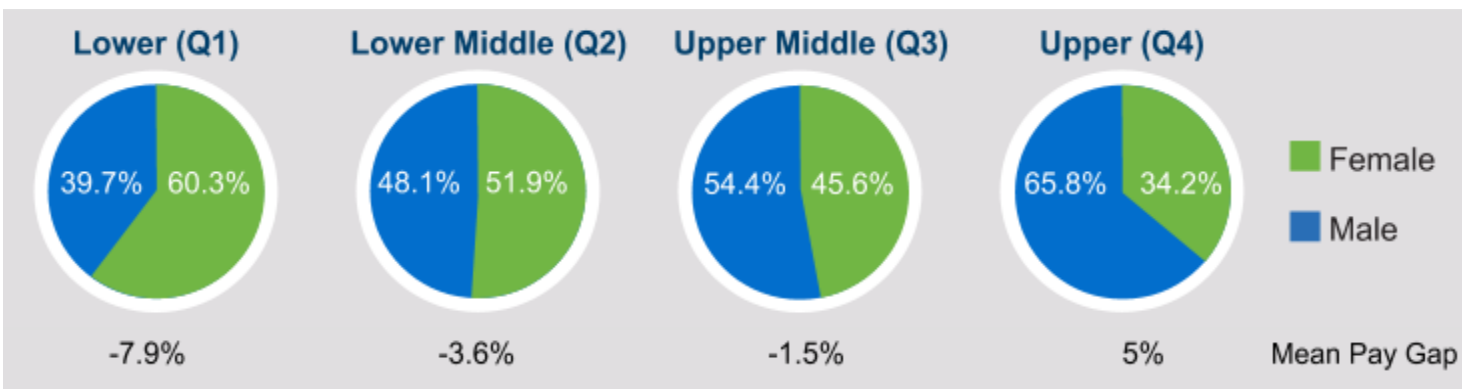
Proportion of Employees Awarded a Bonus



There was a 2.3% difference in the percentage of men and women who received a bonus for their performance in 2017/18; we are confident that both men and women have an equal opportunity to earn a bonus.

Pay Quartiles

The proportion of men and women in each pay quartile:



These figures are a reflection of the gender mix in the Global Payments UK workforce, the historical shape of our organisation and our industrial alignment at the junction of the financial and technology sectors.

To gain a better understanding of our gender pay gap, we undertook further analysis of each quartile. This has identified a pay gap within our Upper (Q4) quartile. The reason is there are more men than women in senior sales or high-tech positions, which are higher paid roles.

More About the Data

- Our organisation has a **larger proportion** of women in **junior roles**; and because our reported legal entity is small (323 employees), this has a more significant effect on our results.
- Our pay and bonus gaps are also driven by **fewer women in sales roles** which attract higher market compensation and incentives, and **more women in part-time roles** where incentives are pro-rated.
- At 24.7%, our mean gender pay gap is **below the average of 33.4%* for financial services organisations**, but still **greater than the UK average for the information and communication industry at 15.7%***. We appreciate that this reflects our history of recruiting financial services talent and understand that we need to make **more progress to better align with our technology focused future**.
- The shape of our organisation is also impacted by the **long average tenure** (13 years) of our employees. While this is a testament to our ability to retain talent, it does mean that our **organisation is more reflective of the industry as it was 13 years ago**. As more women join our workforce and progress through to senior roles, we expect to see our gaps decrease in line with industry norms.
- We are confident that **men and women are paid equally for doing equivalent jobs** across Global Payments UK.

Our Commitment

- In our first gender pay gap report, we **committed to taking meaningful action** to drive an inclusive workforce at Global Payments UK; and
- To increase our efforts to create **a work environment that fosters inclusion and equality of opportunity** at all levels, and help close our gender pay gap by attracting and nurturing female talent in technology and sales roles.

Taking Action

- We have reviewed the **policies and practices** that we already have in place, such as flexible working and equal pay, to ensure they support our culture and our commitment to inclusion and equality of opportunity.
- We have **explored views on progression and development** within the workplace and **introduced a number of tools** to help educate our people leaders and employees on development opportunities.
- We **continue to monitor and evaluate our pay** to make sure our male and female employees are treated equally.

I can confirm the data provided in this report is accurate.

A handwritten signature in blue ink, appearing to read 'Chris Davies'.

Chris Davies
President Europe

*Source: The Office of National Statistics (ONS) as at October 2018