

Note: The information provided below relates to the UK colleague base of the former Worldpay Group plc prior to its merger with Vantiv Inc. on 16 January 2018.

Worldpay's gender pay statistics

Worldpay aims to ensure that all our colleagues are treated equally in the workplace. We are committed to providing equal pay for equal work, not to satisfy a legal requirement but because this is the right thing to do as a good corporate citizen.

Understanding the gender pay gap

The gender pay gap is the difference in the average pay and bonuses of all men and all women across an organisation, regardless of their grade or role. At the former Worldpay Group plc in 2017 the gender pay gap was 33%. It is important to note that gender pay and equal pay are different. Across Worldpay, colleagues in the same role are paid the same regardless of gender.

What do these statistics show?

Like other companies across our industry, we have a lower proportion of women in senior roles than we would like. There has long been a gender imbalance in the financial services and payments industries, and we are committed to improving the gender balance in our workforce. The gender profile in our global workforce has begun to shift, and we aim to increase the number of female graduates and experienced professionals we recruit.

We know it will take time to tackle this imbalance but we are working to eliminate unconscious bias in our systems, processes and policies. As a progressive employer, we are continually looking at new ways to strengthen our strong culture of inclusion and diversity.

What steps are we taking?

Encouraging more women into senior roles is a key priority for us, so we've committed to improving our female representation at all levels, especially in our senior leadership team.

We have also introduced some specific initiatives:

- We have gender-neutral practices in our recruitment processes and we work to mitigate unconscious bias during the selection process
- We continue to expand our colleague network groups, including Women of Worldpay (WoW), which now has over 400 members and offers a wide range of career-supporting resources
- We offer a range of diversity and inclusion programmes, and in 2017 we launched Refresh, our first return to work programme, which gives women and men who have been out of the workplace for at least two years due to family commitments a chance to return to work in a supported full-time or temporary placement
- We have partnered with external networks including We Are The City, Girls Who Code, and the 30% Club. We were the main partner of this year's TechWomen50 list, run by WeAreTechWomen which supports and encourages women in technology.

Alongside these initiatives, we regularly track our progress against our diversity and inclusion metrics and take appropriate actions to drive improvement.

We confirm that the information and data provided is accurate and in line with mandatory requirements.



Philip Jansen
Co-CEO, Worldpay Inc.

Appendix 1: Detailed breakdown of our gender pay statistics for 2017

Difference in mean hourly rate of pay	33%
Difference in median hourly rate of pay	40%
Difference in mean bonus pay	52%
Difference in median bonus pay	58%

Proportion of men and women receiving bonus pay	Men	Women
	88%	88%

Proportion of men and women in each quartile pay band	Men	Women
Lower	43%	57%
Lower middle	55%	45%
Upper middle	67%	33%
Upper	77%	23%