

# Gender pay gap reporting

Under the UK Government's new Gender Pay Gap Regulations, employers in the UK with over 250 employees must report their gender pay gap.

Payme has published its gender pay gap information under these regulations. The gender pay gap shows the difference in the average earnings of men and women across an organisation regardless of their roles or industry sectors.

The statistics can be affected by a range of factors, including the different number of men and women across all roles across the workforce. The gender pay gap is different from equal pay, which is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

Under the methodology set out in the regulations, Payme median gender hourly rate pay gap is 0% and its mean gender hourly rate pay gap is -10.4%. The mean gender bonus gap is -12.3% and its median gender bonus gap is -9.5%. The percentage of staff receiving a bonus was 37.5% for men and 46.15% for women.

The Gender population by pay quartile is as follows:

|              | Female | Male  |
|--------------|--------|-------|
| Upper        | 7.2%   | 92.8% |
| Upper Middle | 1.7%   | 98.3% |
| Lower Middle | 2%     | 98%   |
| Lower        | 4.9%   | 95.1% |

As Payme is simply a contracting company, we have no direct control over pay rates. We will however, only work with clients who are committed to equal pay for men and women.

With regards to equal pay, Payme confirms that men and women receive equal pay for the same jobs, similar jobs or work of equal value.