



GENDER PAY GAP REPORT

CLOUDPAY UNITED
KINGDOM LIMITED

REPORTING YEAR
2023-2024



The Gender Pay Gap reflects the difference in average earnings between all males and females who work in the CloudPay United Kingdom Limited entity, without considering roles or seniority.

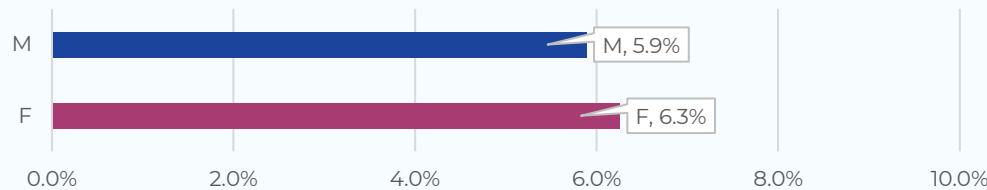
While CloudPay was not obligated to report in the year 2022-2023, as a responsible employer in the UK we have been monitoring our Gender Pay Gap over the last 12 months. In that time, our mean pay gap decreased by 11.5% and the median pay gap by 6.6%. Our mean bonus gap also decreased by 46.4% and the median bonus gap by 39.0% compared to the previous year.

Whilst we acknowledge that this is a significant improvement in results, we know that further work can be done to reduce this gap. There are several factors which contributed to the results, for example having a higher proportion of male employees in leadership roles. CloudPay is committed to continuing to seek ways to address all types of inequality within our compensation elements.

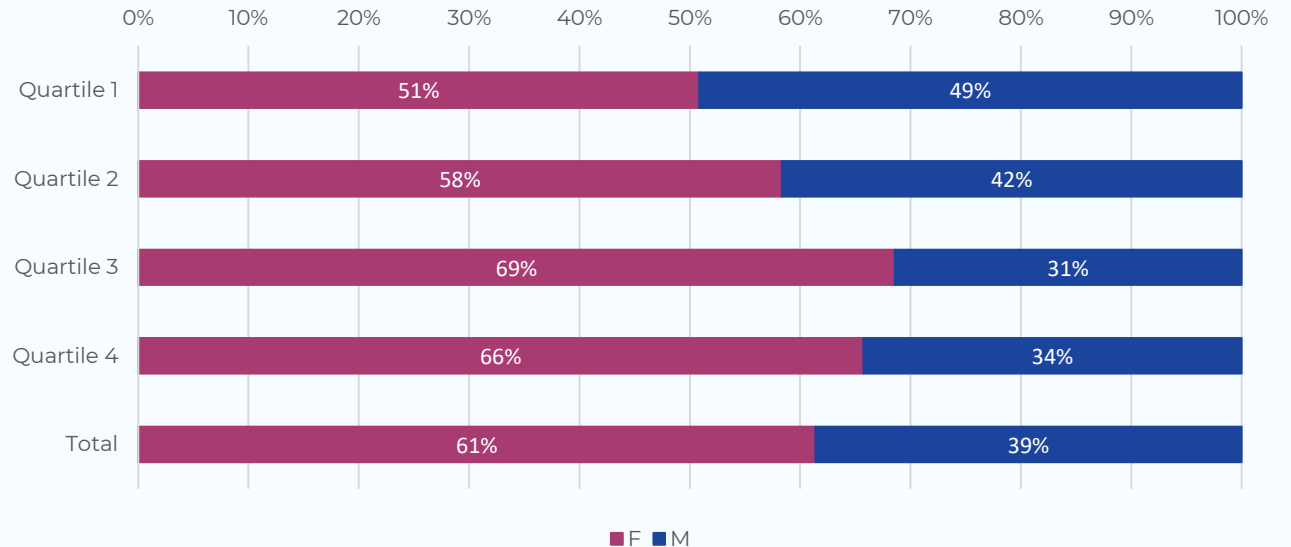
Gender Pay Gap

	Mean	Median
Pay Gap	18.1%	17.9%
Bonus Gap	11.0%	11.6%

Percentage of Males and Females Who Received a Bonus



Quartile Distribution of Males & Females



The data being shown is for the reporting year 2023-2024 and is based on salary information from 05 April 2023, and bonus information from 06 April 2022 – 05 April 2023.

Judith Lamb, Chief HR Officer

"I am pleased that we have continued to make steady progress in narrowing the Gender Pay Gap. There is still more we can do, and it remains an area of focus for us. We will work hard to further improve the equity between the salaries of males and females at CloudPay. Whilst this report predominately focuses on gender, CloudPay supports the diversity inclusion of all employees. As we look to implement further initiatives around coaching, career development and recruitment we will expect to see further positive change."



ACTION PLAN

2023 In Review

Educational Seminars

- In October 2023, CloudPay launched diversity and inclusion training to People Managers and Individual Contributors globally to educate on conscious and unconscious biases.
- In December 2023, an educational seminar was presented to the Talent Acquisition team to ensure candidates are offered the same salaries in like for like roles with like for like experience regardless of gender and/or salary expectations.

Review of Recruitment Practices

- From December 2023, CloudPay stopped asking external candidates to confirm their current salary as part of the recruitment process, helping us to further achieve parity between males and females.

Planned for 2024 and beyond

Educational Seminars

- We will continue to have a strong focus on equality, diversity and inclusion in 2024
- In Q1, a Learning Café for Managers will take place which will focus on developing High Performing Teams, providing equal opportunities for high-performing male and female team members to progress their career.
- We will provide employment law training for Managers focused on respect in the workplace and preventing discrimination across the employment lifecycle.

Coaching Programme

- Explore introducing a mentorship programme in 2024 to empower high performing individuals to recognise their own potential. The aim will be to establish role models at all levels of the organisation to inspire women to develop their career at CloudPay.

