

Gender Pay Gap Report

Reporting Year 2024 - 2025

CloudPay UK



CloudPay Gender Pay Gap Report

In this report, we explain the gender pay gap for our CloudPay United Kingdom Limited entity. We share our current data and provide an overview of the actions that we are taking to achieve our goal over the long term. The results in this report are specific to our CloudPay UK entity where we have just over 250 people who work in our payroll operations, implementation teams and some of our group functions.

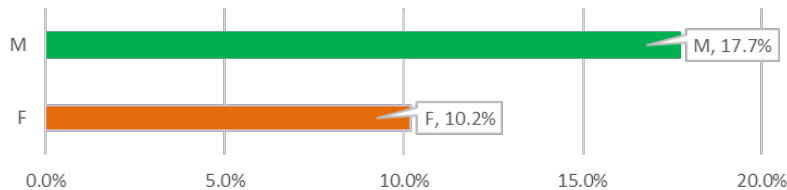
While the gender pay gap we are reporting on is not as a result of paying men and women differently for similar roles, this activity has highlighted the difference in the numbers of men and women in some of our more senior roles. CloudPay do not operate an annual bonus programme, we do provide bonuses for Commercial roles.

Here at CloudPay we are committed to addressing this gap and creating an environment that respects and values difference. We are starting to build momentum with our global Equity, Diversity and Inclusion programme as we strive to make CloudPay an even greater place to work, developing our inclusive work environment to help close the gender pay gap.

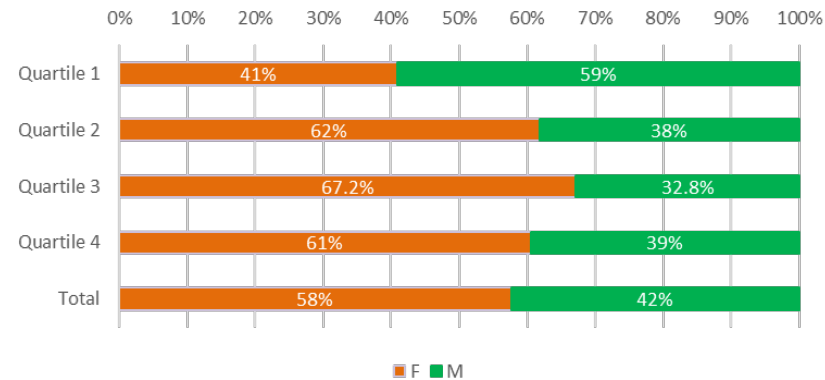
Gender Pay Gap

	Mean	Median
Pay Gap	20%	17.7%
Bonus Gap	41.5%	8.7%

% of Men and Women who received a bonus



Quartile Distribution of Males & Females



What are we doing to close the gap?

Over the past 12 months we have stopped asking for expected salaries across all of our advertised roles, which has resulted in candidates being offered the same starting salaries in like for like roles.

We have introduced a global coaching for line managers programme, which is aimed at supporting career growth, developing our talent globally and supporting managers to have great career conversations with their team members. This supports women to ensure that they are in a good position to achieve more senior roles.

We are committed to ensuring that all our employees are paid and rewarded based on their role and contribution to CloudPay and review the pay of all employees annually. We use pay ranges to help guide pay reviews and ensure that managers receive training and support to make informed pay decisions. We are introducing a new HR system in 2025, which will provide further transparency & information on pay grades.

We are committed to inclusive recruitment practices and ensure that we hire fairly and transparently. We focus on having diverse interview shortlists and for 2025 will be reviewing our job adverts and descriptions. We will ensure that we are using inclusive language to attract the best talent. We are introducing a 'Recruiting Talent at CloudPay' accreditation for our recruiting managers that includes a significant section on bias and unconscious bias.

We are working with a specialist external partner to review our current Equity, Diversity and Inclusion practices. We have run a global employee survey to understand the most important areas to focus on and to support the build of our strategy. During 2025 we will be reviewing our internal processes at each stage of the employee lifecycle and holding focus groups with our employees to help support a deeper understanding and to build actions that make long term sustainable change.

Judith Lamb, Chief HR Officer

We are focused on making CloudPay a diverse place to work and we know to do that we need to ensure that we are inclusive in everything that we do. An important part of our strategy across our global business is to create a sense of belonging, where people feel valued and included as part of the culture. This includes rewarding people in a fair and equitable way, determined by their role in the business and not their gender. We are committed to addressing the gender pay gap and will continue to build on our actions to further develop our global Equity, Diversity and Inclusion.

