



2019 UK Gender Pay Gap Report


Elavon

“All employees, regardless of their gender or role level, deserve equitable access to opportunities for growth. That’s why, at Elavon, we’re committed to fostering and sustaining a diverse workplace where everyone feels valued, included and heard.”

Declan Lynch, CEO, Elavon Financial Services DAC

Since our Gender Pay Gap report of 2018 we’ve continued our commitment to fostering a diverse and inclusive culture and implemented programs designed to remove potential barriers to female employees’ career advancement. Through these efforts, we’re pleased to report we have made progress on closing our gender pay gap. Our 2019 median hourly rate pay gap decreased to 9.3%, and our median bonus pay gap halved from 51.5% to 25.3%. We’re proud of our progress in 2019 and committed to building on this foundation to further advance gender equality across our organization.



Recruiting and retaining top talent

We believe in equitable opportunity for all candidates.

- We tackled unconscious bias through continued training and a new interview guide builder that keeps the candidate experience consistent.
- As candidates moved from application to offer, we monitored gender split at each recruitment stage.
- We improved our talent management process to better identify our female talent pool, allowing us to provide focused opportunities for women’s advancement.



Enabling growth and development

We’re committed to fostering and sustaining a culture where all employees feel they can reach their full potential.

- Our International Women’s Day events included discussion groups, panels and speakers.
- More than 100 employees joined us to launch our new Women of Europe Business Resource Group (BRG), which provides peer-to-peer support and elevates the voices of its members in regard to policy, programming and business opportunities for our company. As part of our global BRG network, members contribute powerfully to the organization.



A culture of championing inclusion

Our core values and company culture are rooted in diversity, equity and inclusion. Our employees – from many countries, cultures and backgrounds – bring skills and experiences that make our business better, collaborate to get things done and champion one another’s career development.

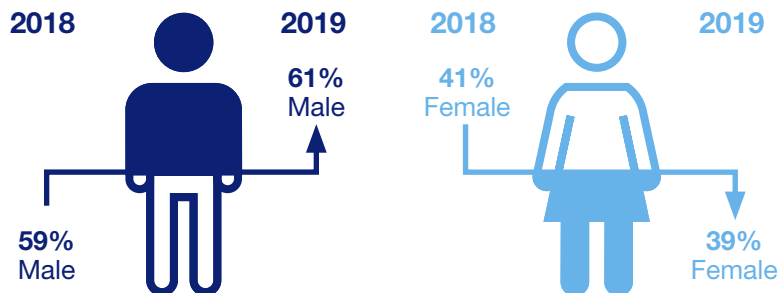
- Our flexible working environment allows employees who meet certain criteria to work remotely.
- We support employees through our competitive maternity and paternity leave policies.
- We extend our commitment to outstanding women leaders outside our company through external partnerships.

Metrics at-a-glance

Pay and bonus gap

Difference between men and women

Gender distribution



The gender distribution of our UK workforce changed slightly from 2018, from 59% male and 41% female, to 61% male and 39% female.

Hourly rate pay gap



Year	Median gap	Change	Mean gap
2018	18.1%		14.3%
2019	9.3%	-8.8%	13.0%

Our 2019 hourly rate pay gap has decreased since 2018. We have seen an improvement of 8.8% in our median pay gap, and 1.3% in our mean pay gap.

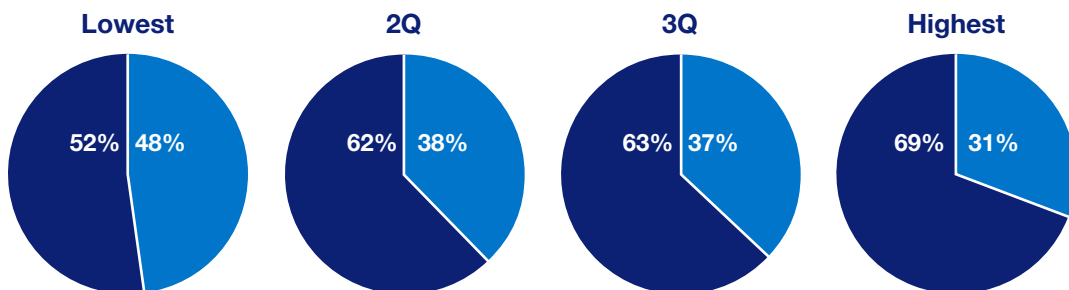
Bonus pay gap



Year	Median gap	Change	Mean gap
2018	51.5%		50.6%
2019	25.3%	-26.2%	35.9%

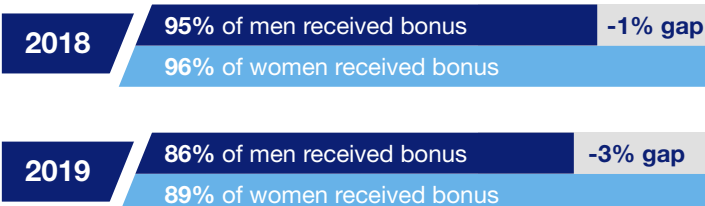
Our median bonus pay gap more than halved in 2019, by 26.2%.

2019 Pay quartiles



Compared to 2018, the number of women in the second quartile decreased due to a higher number of males being hired into the organisation. However, we were pleased to see that representation of women in the highest quartile increased by 3%.

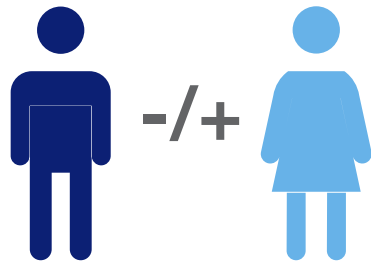
Employees receiving a bonus



The gap between men and women receiving a bonus changed from a -1% gap to a -3% gap.

Glossary of terms

Gender Pay Gap



The measurement of the difference in the average pay of men and women across the entire organization, regardless of the nature of their work.

Mean determination



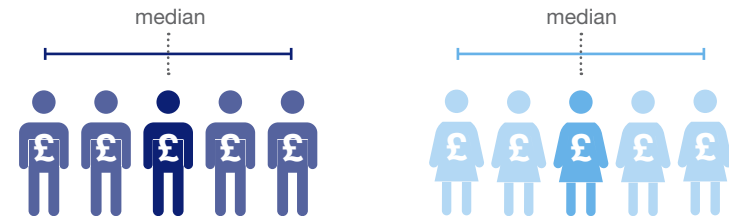
Mean hourly rate pay gap

A measurement of the difference in average male hourly pay and average female hourly pay. Mean is determined by finding the sum of the values in a data set and dividing by the number of values in the data set.

Mean bonus pay gap

A measurement of the difference in average male bonus pay and average female bonus pay.

Median determination



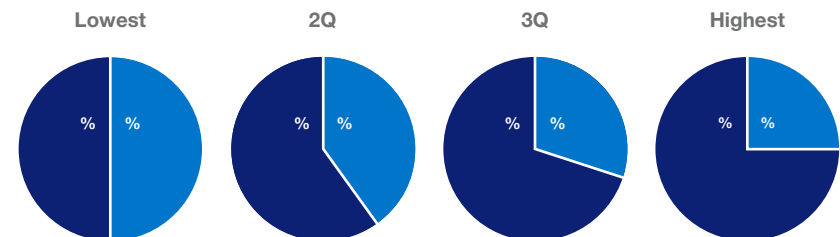
Median hourly rate pay gap

A measurement of the difference between median male pay and median female pay. Median is determined by finding the middle value in a sequence of numbers (in an even set of numbers, the two middle numbers are averaged to find the median).

Median bonus pay gap

A measurement of the difference between median male bonus pay and median female bonus pay.

Pay quartiles



All relevant employees are placed into one of four equally-sized quartiles, based on a ranking from highest to lowest by hourly rate of pay. The quartiles illustrate the percentage of men and women in each quartile.

I confirm that the data reported is accurate.



Voirrey Belton
Head of European Human Resources
Elavon Financial Services DAC



Declan Lynch
Elavon Financial Services DAC
Chief Executive Officer

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