



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

Our 2018 gap of 12.2% was less than half the average gap for the financial services sector, and less than the average gender pay gap for the UK.* Despite our favorable comparison to our peers, we knew we could do better. 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 10.6%, and our median bonus pay gap greatly decreased to 27.3% (a change of over 23% year-over-year). 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.

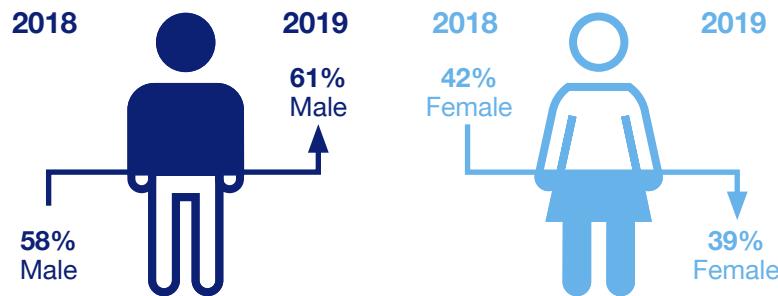
- Our flexible working environment allows employees who meet certain criteria to work remotely.
- We support employees through our competitive maternity and paternity leave policies.
- We extend our commitment to outstanding women leaders outside our company through external partnerships.

Metrics at-a-glance

Pay and bonus gap

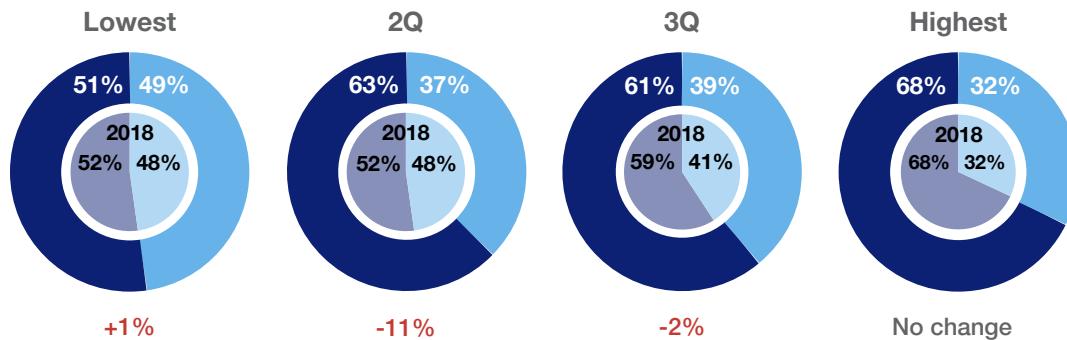
Difference between men and women

Gender distribution



The gender distribution of our UK workforce changed slightly from 2018, from 58% male and 42% female, to 61% male and 39% female.

2019 Pay quartiles



Compared to 2018, representation of women in the lowest, third and highest quartiles has remained relatively consistent. The number of women in the second quartile decreased due to a higher number of males being hired into the organization in the last reporting period in second pay quartile levels.

Hourly rate pay gap



2018

Median gap 12.2%

Mean gap 13.0%

2019

Median gap 10.6%

Mean gap 12.2%

Our 2019 hourly rate pay gap has decreased since 2018. We have seen an improvement of 1.6% in our median pay gap, and 0.8% in our mean pay gap. Our gap is smaller than the overall average UK pay gap, and less than half the average gap amount for financial services.

Bonus pay gap



2018

Median gap 50.7%

Mean gap 48.0%

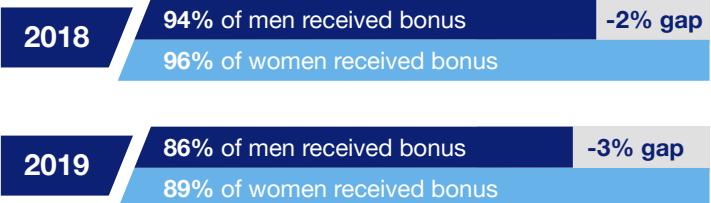
2019

Median gap 27.3%

Mean gap 37.5%

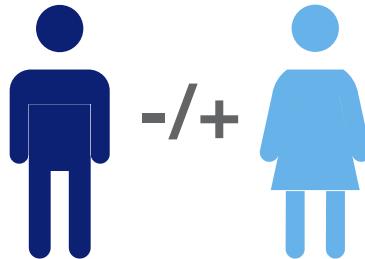
Our median bonus pay gap decreased greatly in 2019, by 23.4%. The decrease is primarily due to new females hired in the last reporting period receiving higher bonuses than new males hired in the last reporting period.

Employees receiving a bonus



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.

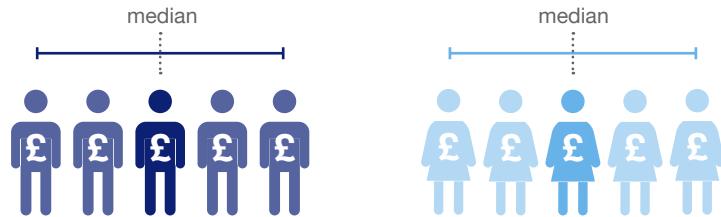
Mean bonus pay gap

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

How to interpret the data

The smaller the gap, the closer we are to overall pay parity for men and women. In our pay quartiles, equal representation of gender in each quartile would be 61% male and 39% female.

Median determination



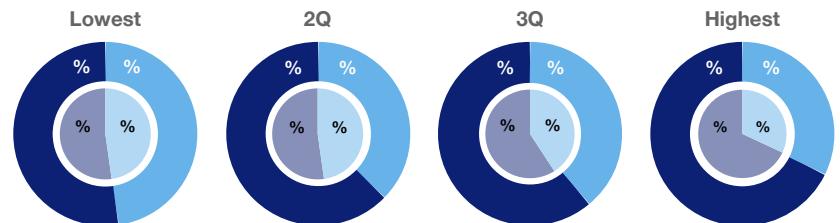
Median hourly rate pay gap

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.



Kate Quinn
U.S. Bancorp
Vice Chair and Chief Administrative Officer



Declan Lynch
Elavon Financial Services DAC
Chief Executive Officer

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