

Gender Pay Gap Report 2022

**Prepay
Power**

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Registered Office: Paramount Court, Corrig Road,
Sandyford Industrial Estate, Dublin 18, D18 R9C7
Company Registered in Ireland Number: 467144

What is the Gender Pay Gap and why is it important?

Gender pay gap is the difference between male and female employees' average annualised pay.

Gender pay gap is not the same as unequal pay; paying someone less than a colleague for the same job purely on account of their gender, is prohibited under equality legislation. Gender pay gap reporting is important as part of a wider strategy to address female participation rates and employment gaps between gender.

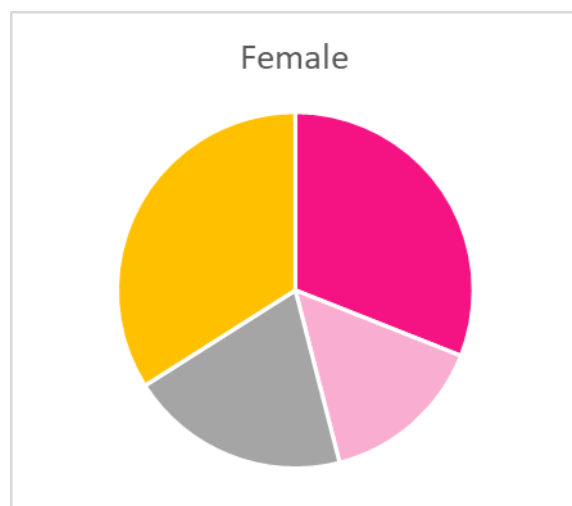
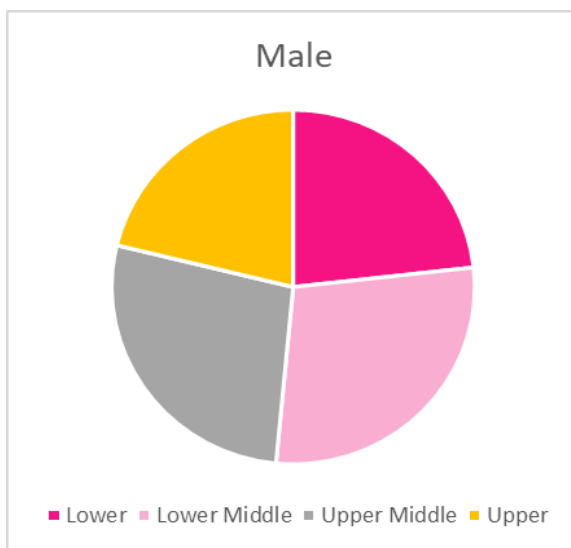
Our report is based on a snapshot date of the 30th June 2022.

This is the first year we have completed a Gender Pay Gap Report. While the male to female ratio of employees is higher, we are proud that we have not identified a gender pay gap. We understand that our people are what make PrepayPower the success it is today and together we grow and strengthen the qualities that define our environment.

Through the Great Places to Work network, we have been able to listen to our people and gain invaluable feedback. With regards to our inclusiveness and diversity, we are proud that our people score us highly in this area, 95%.

We are proud that we have an almost 50:50 gender balanced senior management team. While we continue to grow, we will remain aware and continue our efforts to balance the recruitment of females across the organisation.

Reporting Criteria	Difference
Difference between the mean hourly pay of male and female employees	-10.88%
Difference between the median hourly pay of male and female employees	-6.49%
Difference between the mean hourly pay of male and female part-time employees	-111.62%
Difference between the median hourly pay of male and female part-time employees	-108.71%
Difference between the mean hourly pay of male and female employees on temporary contracts	0
Difference between the median hourly pay of male and female employees on temporary contracts	0
The percentage of male and female employees who were paid bonus remuneration	M: 88.76% F: 89.01%
Difference between the mean bonus pay of male and female employees	-8.96%
Difference between the median bonus of male and female employees	+8.48%
The percentage of male and female employees who received benefits-in-kind	M: 1.87% F: 4.4%



The Quartile analysis shows that we have a higher number of females in the 'lower' and 'upper' quartiles; meaning we have more females at entry-level roles, but out of our females there are a greater number in senior management roles.

Actions:

Review our recruitment channels and methods to ensure a better gender distribution across the organisation.

Get in Touch

If you have any queries regarding our policies, please get in touch:

Email us: hr@prepaypower.ie

Write to us: PrepayPower Limited, Paramount Court, Corrig Road,
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