Gender Pay Gap Report 2026

Prepay Power

© 2026 Yuno Ltd t/a PrepayPower
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 the average earnings of males and females, expressed relative to male earnings. The legislation requires organisations to report on;

- The difference between the mean and median hourly pay of male and female employees
- The difference between the mean and median bonus pay of male and female employees
- The difference between the mean and median hourly pay of part-time and temporary male and female employees
- The percentage of male and female employees who received bonuses and benefits in kind
- The percentage of male and female employees in four quartile pay bands

How is 'Equal Pay' different?

The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all male and females in the business and does not consider the role in the organisation, performance history or any other differentiating factors.

The gender pay gap should not be confused with equal pay, which requires organisations to pay males and females equally for performing the same / similar work or work of equal value.

Gender pay gap reporting is important as part of a wider strategy within Yuno Ltd to address female participation rates and employment gaps between gender, and we are fully committed to the Employment Equality Acts 1998-2015.

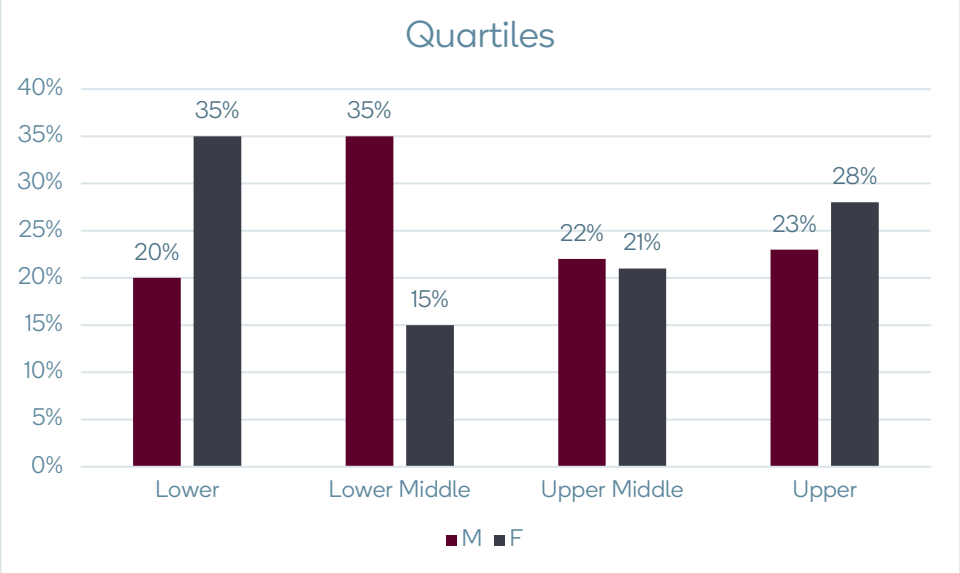
Our report is based on a snapshot date of the 30th June 2026.

We understand that our people are what makes our success what it is today, and together we can 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 have always scored us highly in this area, with over 90% of employees expressing this, and we will continue our focus in this area.

Report findings

	2026		2025	
Reporting criteria	**Mean**	**Median**	**Mean**	**Median**
Hourly pay gap: all employees	-4.3%	0.0%	-9.5%	-4.2%
Hourly pay gap: part-time employees	-5.5%	-4.3%	-9.0%	-4.6%
Hourly pay gap: employees on temp contracts	-40.5%	-80.5%	-4.0%	-7.4%
Bonus pay gap	7.2%	10.0%	0.97%	16.5%
	Male	**Female**	**Male**	**Female**
Bonus recipients	91.7%	95.3%	91.3%	91.4%
Benefit in Kind recipients	2.2%	1.4%	3.0%	2.7%
Quartile bands	**Male**	**Female**	**Male**	**Female**
Lower	20%	35%	22%	29%
Lower Middle	35%	15%	29%	16%
Upper Middle	22%	21%	26%	24%
Upper	23%	28%	23%	32%



Explaining our numbers:

This is our fifth year of publishing a gender pay gap report. We are pleased that our mean hourly pay gap remains negative at -4.3%, meaning that on average female employees are paid more per hour than male colleagues, and our median hourly pay gap is 0%, meaning the midpoint hourly pay for women and men is the same. While the gap in favour of women has narrowed since 2025 (from -9.5% mean and -4.2% median), hourly pay across Yuno remains balanced between women and men.

Women continue to be well represented in our highest-paid roles, with 28% of our female employees in the Upper quartile compared with 23% of our male employees. Across the Upper Middle and Upper quartiles combined, 49% of our female employees sit in the top half of our pay distribution, compared with 45% of male employees. This year we have seen a higher share of women in the Lower quartile (35%, up from 29%) and a higher share of men in the Lower Middle quartile (35%, up from 29%), reflecting recruitment into our entry-level and sales roles during the year.

The mean bonus pay gap has increased to 7.2% (from 0.97% in 2025) and is now in favour of men.
The median bonus pay gap is in favour of men at 10.0%; however, this has fallen from 16.5% in 2025 and 25.2% in 2024. The remaining bonus gap reflects the higher proportion of men in our Sales and Retention roles, which carry a higher variable pay element through sales commission.

We have a small proportion of employees working part-time, and both the mean (-5.5%) and median (-4.3%) hourly pay gaps for this group remain in favour of women.

We have an even smaller group of employees on temporary contracts. Both the mean and median hourly pay gaps for this group are strongly in favour of women; because the group is so small, these figures can move significantly with only a few changes in individual roles.

More women than men received a bonus this year: 95.3% of female employees compared with 91.7% of male employees.

A small number of employees receive benefits in kind, with slightly fewer women (1.4%) than men (2.2%) in receipt.

Where we go from here:

Grow female participation:
We continue with strong female participation across our company, particularly at senior levels. However, there are areas that still have a higher proportion of men; we need to attract more women into teams that remain male-heavy, especially the lower middle quartile, through 2027 and beyond.

Close the bonus gap:

Build on the falling median bonus gap by widening female representation in Sales and Retention.

Keep listening:

Use Great Place to Work feedback, where over 90% of employees rate our inclusiveness highly, to guide action.

Get in Touch

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

Email us:	hr@prepaypower.ie
Write to us:	PrepayPower, Paramount Court, Corrig Road, Sandyford, Dublin 18, D18 R9C7

Last updated 25/11/2026

Prepay Power