

BOTTOMLINE TECHNOLOGIES

2018 Gender Pay Gap Report

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At Bottomline Technologies, we embrace the UK government's legislation requiring businesses with more than 250 employees to publish their gender pay gap year on year. This only serves us to further promote the transparent culture we have sought to create. Our guiding principles seek to not only create and grow sustained business value and delight our customers, but also encourage employees to do the right thing, innovate, communicate and grow, and to work with and for each other. Most of all, we want our employees to feel that they are part of a company of which all can be proud. In this report we present data around the gender pay gap and the steps we are taking as a business to close that gap.

CREATE AND GROW SUSTAINED BUSINESS VALUE

Bottomline Technologies has been at the forefront of business payment automation for nearly three decades helping thousands of companies in 92 countries make their complex business payments simple, smart and secure. We share ideas, innovate together, and support each other personally and professionally. It is through our guiding principles that we achieve our common goal of exceeding customer expectations. We do this by hiring the best talent to drive innovative solutions and a top notch customer experience.

DELIGHT CUSTOMERS

Our first priority is to create satisfied customers in long term business relationships. Everyone at Bottomline has a role in this. We encourage teamwork and excellence and we respect each individual team member and intend to provide opportunities for personal achievement and growth.

DO THE RIGHT THING

We recognise our responsibility to the community at large and work to be a good corporate citizen. Within these parameters, we know that to pursue our mission, we must reflect the diversity of the people we serve and support equality through fair pay.

INNOVATE, COMMUNICATE AND GROW

We also know that the best ideas come from diverse groups – more importantly, we want to ensure that our diversity represents that of our customers and of the 26 countries in which we have offices around the world.

WORK WITH AND FOR EACH OTHER

We're confident that men and women are paid equally for doing the same job, however, the greater proportion of men than women in senior roles creates a gender pay gap. We work hard to promote an inclusive and diverse culture. Our recruitment process is fair and is always focused on the skill set of the individual first and foremost. We offer flexible working, provide training and development for all employees and promote both the physical and mental health of our employees through health screenings and paid time off.

BE A COMPANY OF WHICH ALL CAN BE PROUD

Most of all we foster an environment that encourages open communication among all levels of staff, by encouraging employees to lead from where they stand, regardless of their title, role or gender.

Nigel Savory
Managing Director, Europe

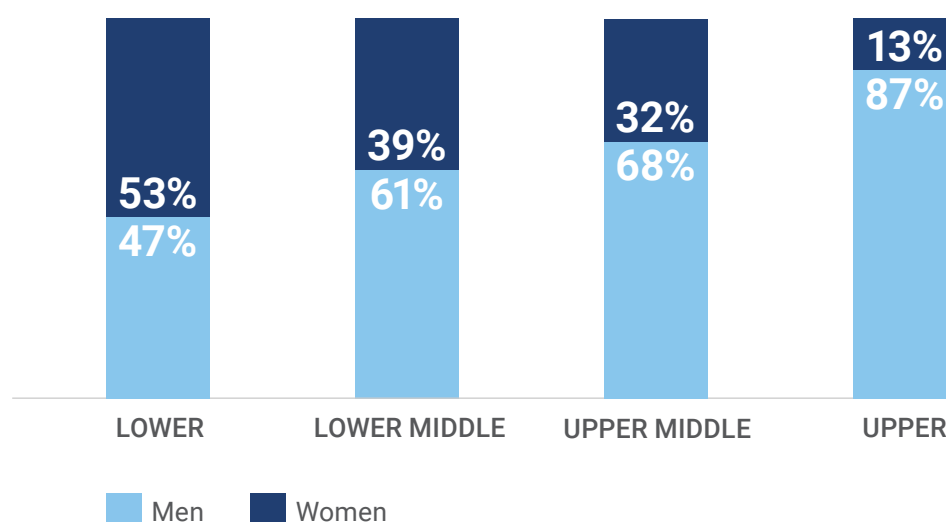
Gender Pay Gap Figures at a Glance

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. These figures are provided in the chart below based on hourly rate of pay as of April 5, 2018. The second line of the chart shows our median and mean bonus pay data for bonuses paid in the year up to April 5, 2018.

	Mean	Median
Gender Pay Gap	31%	33%
Gender Bonus Pay Gap	62%	52%

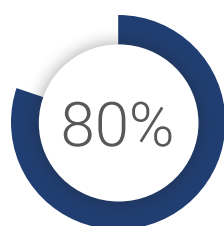
Gender Pay Gap by Quartile

Proportion of male and female employees in each quartile

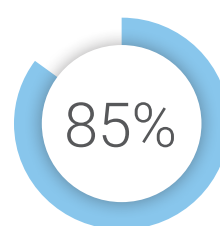


Bonus Pay

The charts below show how many women vs. men received a bonus. There is a gap in this data due to the fact that bonus pay for the UK Gender Pay Gap Report is calculated with bonuses including commissions. At Bottomline we have fewer women than men in sales roles, therefore fewer women receiving bonuses as outlined in the Report.



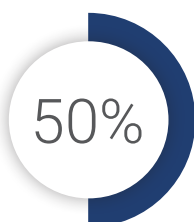
**Percentage of
Women Receiving
a Bonus**



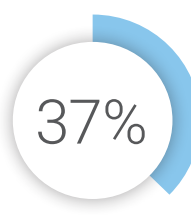
**Percentage of
Men Receiving
a Bonus**

Bonus Pay Without Commissions

This illustration shows the pay gap between women and men receiving a bonus when we look at the data as a one-time award.



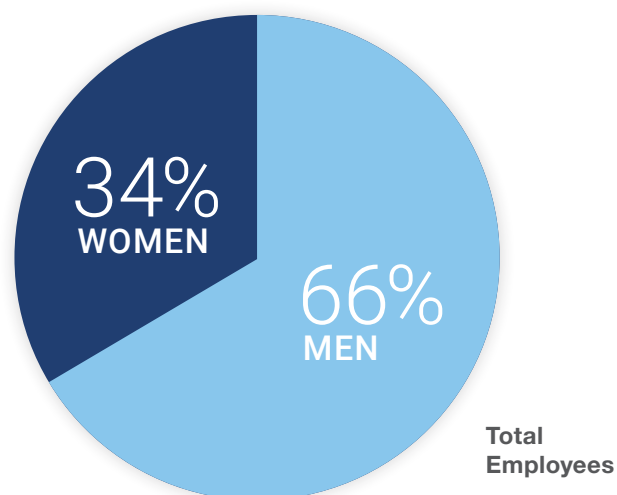
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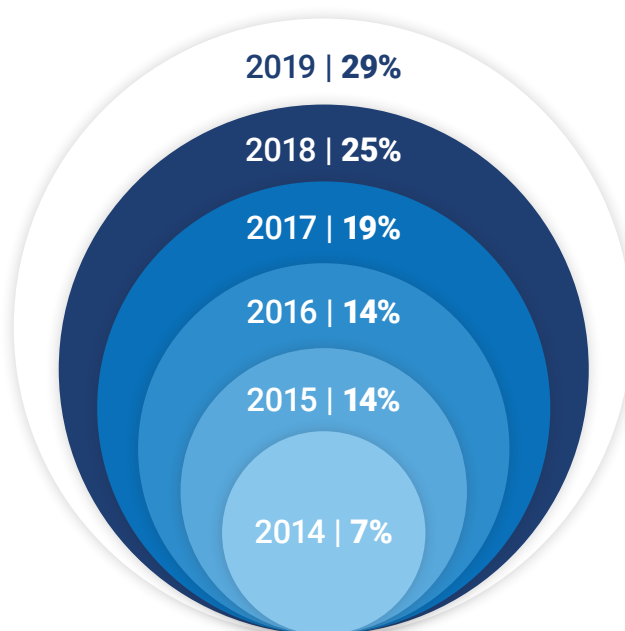
Why Do We Have a Gender Pay Gap?

While we are confident that men and women are paid equally for doing equivalent jobs across Bottomline Technologies, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the company. There are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower scales.



Female Senior Management Representation

Women in senior management roles at Bottomline Technologies continues to increase. From 2014 to 2019 it increased 22%.



Recruiting College and University Students

Bottomline Technologies runs a graduate programme annually to find the next leaders in the fintech sector. Our talented graduates help sustain our rapid growth through innovation, customer delight, team work and constant improvement. We offer all of our college grads the training and guidance that they need to flourish at the start of their careers. Where necessary, we send them on external courses and also provide on the job and internal training. During the recruitment process we work closely with each shortlisted applicant to understand their career aspirations and identify key strengths to help develop their skills. After successful completion of the programme, graduates are moved into permanent roles.

College Graduates Hired 2015 - 2018	
Men	46%
Women	54%

Recognition

At Bottomline Technologies, awards and recognition are part of the culture. Staying in-line with the company's focus on delivering customer value we provide all employees worldwide with the opportunity to apply for the Customer Execution Award. All employees are eligible for this award as everyone has the opportunity to deliver high customer value. Additionally, Bottomline offers an Innovation Award. This award is intended to recognise any employee for the successful execution of new ideas that incorporate new technologies and best practices that enable Bottomline Technologies to compete effectively in the global marketplace. We also honour employees quarterly with the Employee of the Quarter Award. This award is designed to recognise employees for outstanding performance, extraordinary effort, and specific achievements in the quarter. Any employee may nominate a fellow colleague for this achievement.

How We Ensure Gender Fairness Across Our Company

At Bottomline Technologies, two of our guiding principles shape how we will address the gender pay gap. We are committed to *doing the right thing* and *being a company of which all can be proud*. Gender forms a central part of our inclusion strategy, which looks to build a culture at Bottomline where everyone can be their whole self and produce their best work. If we are going to achieve this culture, we know that we must continue to be proactive in our approach to cultivating all forms of diversity including gender. Below are just some of the programmes we have in place to support gender equality in the work place.

Recruitment

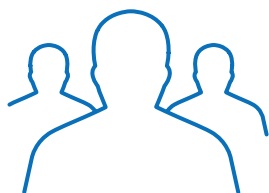
Bottomline Technologies aims to recruit from the widest possible talent pool, with all of our positions open to both men and women. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Bottomline are based on merit, qualifications, and abilities. We do not discriminate in employment opportunities or practices on the basis of race, colour, religion, sex, national origin, age, disability, familial status, sexual orientation or any other characteristic protected by law. We encourage an open door policy across the company and any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their manager or the People Success Team. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Retention

Once we have the right people, we want them to stay. To support them we offer a range of flexible working options at all levels. We offer programmes for employees that include health and wellness initiatives, an employee forum and career planning programmes.

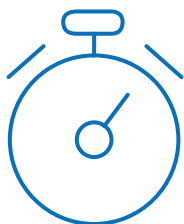
Development

We know we need to accelerate the career progression of women in the fintech sector and that career paths can be varied. In order to develop our people, we encourage employees to study for degrees or professional qualifications. Since new skills can also be acquired outside the day job, we offer our support to our employees for community volunteering and engagement. We have also launched our Apprenticeship Programme, and in 2019, 67% of our apprentices are female.



Supporting Families

We focus on making sure that colleagues who go on maternity leave are set up for success and supported in their return to work without impact on their career progression. Bottomline provides family leaves of absence to eligible employees who wish to take time off from work duties to fulfil family obligations relating directly to childbirth, adoption, or placement of a foster child; or to care for a child, spouse, or parent with a serious health condition.



Flexible Working

Remote working and flexible scheduling, or flexitime, is available in some cases to allow employees to vary their location, starting and ending times each day within established limits. Flexitime may be possible if a mutually workable schedule can be negotiated with the manager involved. However, such issues as staffing needs, the employee's performance, and the nature of the job will be considered before approval of flexitime.



Connect with us



About Bottomline Technologies

Bottomline Technologies (NASDAQ: EPAY) helps make complex business payments simple, smart, and secure. Corporations and banks rely on Bottomline for domestic and international payments, efficient cash management, automated workflows for payment processing and bill review, and state of the art fraud detection, behavioral analytics and regulatory compliance solutions. Thousands of corporations around the world benefit from Bottomline solutions. Headquartered in Portsmouth, NH, Bottomline delights customers through offices across the U.S., Europe, and Asia-Pacific.

For more information, visit www.bottomline.com.

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