BOTTOMLINE TECHNOLOGIES LIMITED

2024-25 Gender pay gap report

Registered address
1600 Arlington Business Park, Theale, Reading, Berkshire, England, RG7 4SA

Sector
Information and communication

Snapshot date
5 April 2024

Employee headcount
250 to 499 employees

Person responsible
Greg Limoges (VP, Total Rewards)

Main gender pay gap figures

In this organisation:

- women earned 83p for every £1 that men earned (comparing median hourly pay)
- women made up 21.0% of employees in the highest paid quarter, and 47.0% of employees in the lowest paid quarter
- 78.0% of women received bonus pay, compared with 83.0% of men
- women's bonus pay was 9.5% lower than men's (comparing median bonus pay)

Hourly pay

In this organisation:

- women's median hourly pay was 16.7% lower than men's – this means they earned 83p for every £1 that men earn when comparing median hourly pay

- women's mean (average) hourly pay was 33.0% lower than men's

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the 2 central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay, or bonuses. However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

![Bottomline logo]

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. Very high or low hourly pay can 'dominate' and distort the figure.

Pay quarters

In this organisation, women made up:

- 21.0% of employees in the upper hourly pay quarter (highest paid jobs)
- 26.0% of employees in the upper middle hourly pay quarter
- 47.0% of employees in the lower middle hourly pay quarter
- 47.0% of employees in the lower hourly pay quarter (lowest paid jobs)

Highest paid jobs

Women | Men

Lowest paid jobs

Each ● represents 1% of the employees in this organisation
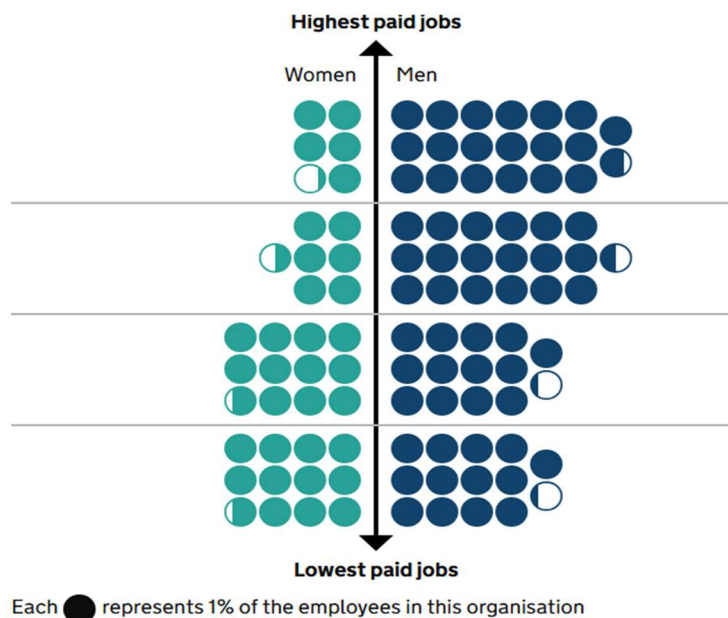
Bonus pay

In this organisation:

- women's median bonus pay was 9.5% lower than men's – this means they earned 90p for every £1 that men earn when comparing median bonus pay

10p
less

90p   £1

Women   Men

- women's mean (average) bonus pay was 67% lower than men's
- 78.0% of women and 83.0% of men received bonus pay