

Gender Pay Gap Legislation UK

FIS is pleased to be a part of the [Gender Pay Gap Legislation](#) for the second year. This legislation came into force on 6 April 2017 to address the difference in average pay across genders.

This requirement is designed to encourage large organisations with more than 250 employees to act on the gender pay gap, which is an ongoing UK-wide issue. Employers across all sectors must publish their data onto the government website by 4 April 2019 and on an annual basis.

FIS is committed to ensuring we not only meet this regulatory requirement but are also dedicated to driving change.

Legislative Requirements

To provide you with an overview of the requirements and data we must provide as a company, the key points are summarised below:

- This is not an analysis of equal pay between roles and gender, but an overall indication of the average pay difference between men and women.
- We must only report on legal entities with more than 250 employees within FIS.
- The legal entity we are reporting on is FIS Payments Limited.
- Only employees with a contract of employment are included in the reporting, not contractors or agency workers.
- This provides percentage figures on pay and bonus data, specifically mean and median calculations.
- All pay data is based on hourly rates.
- This provides percentage figures on the number of men and women who receive a bonus.
- This evenly distributes the percentage of men and women who are highest paid to the lowest paid, based on the hourly pay rate.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2018.
- Bonus calculations taken from the relevant period between 6 April 2017 – 5 April 2018 for active employees as of 5 of April 2018.

The gender pay gap data we have provided to the government regarding FIS payments is below. To provide some context to the data analysed, we are predominantly made up of the below functions within this legal entity:

- Sales
- Customer Services
- Call Centre
- IT
- Analysts

The following data can also be viewed on the Government website [Gender Pay Gap](#).

FIS 2018 Gender Pay Gap Data

Mean Pay



36.2%

▲ 2%

Median Pay



32.8%

▼ 7.5%

Mean Bonus Pay



76.6%

▲ 10.5%

Median Bonus Pay



33.6%

▼ 6.8%



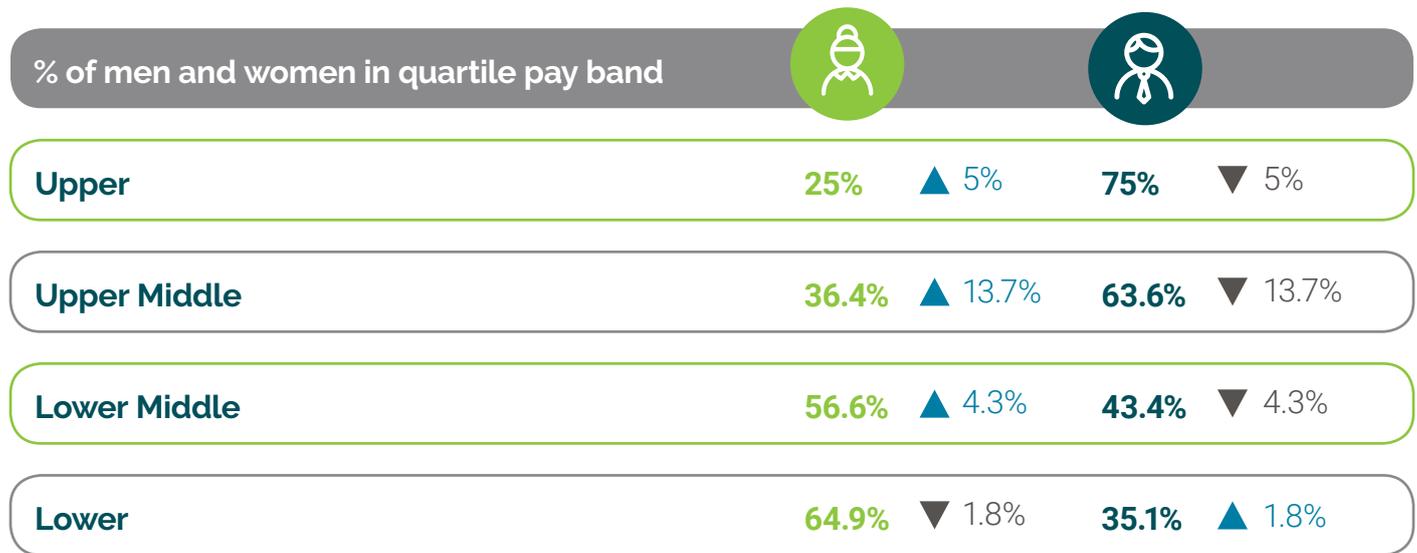
20.4%
of men who received
a bonus in relevant period

▼ 6%



15.8%
women who received
a bonus in relevant period

▼ 5.6%



What does this data mean?

1) What is included in the Pay data?

- Basic pay.
- Pro rata bonus payment.
- Allowances (e.g. car / location).
- On call payments.
- Recruitment and retention one-off incentive payment.

2) What is included in Bonus data?

- Performance related bonus.
- Management Incentive Compensation Plan bonus.
- Utilisation bonus.
- Commission.
- Securities options when income taxed.

3) Who is included in the Pay data calculations?

- Employees with a contract of employment.
- Employees who are on international assignment but have an UK contract.
- Employees who are on full pay.
- Part time employees are included on their part time salary.
- Employees on reduced pay such as unpaid leave, maternity reduced pay, reduced sick pay are excluded.

4) Who is included in the Bonus data calculations?

- Employees with a contract of employment.
- Employees who are on international assignment but have an UK contract.
- Employees who are on reduced pay as their bonus is pro-rated.

5) What do the percentages mean?

- The calculations for Mean and Median Pay and Bonus are expressed as a percentage of men's earnings:
 - Positive percentage result shows women employees having lower pay or bonus than men.
 - Negative percentage result shows men employees having lower pay or bonus than women.
 - Zero percentage shows there is no gender pay gap.
- The expectation is that all companies will have a positive percentage result hence why this regulation has been rolled out, you can view the data of other companies at [Gender Pay Gap Data](#).

6) What factors affect the reporting?

- High executive salaries and bonuses which is made up of fewer women employees.
- Total gender population (i.e. having fewer women in the population).
- Not all employees receive a bonus so figures are based on a small population of eligible employees.
- Pro-rated bonus data is included with full time bonus data, so is not like-for-like data.
- Part time salaries are compared to full time salaries.
- London weighting and outer London salaries.
- Securities are included in calculations.
- Salary sacrifice schemes will have an impact.

Roadmap to Success

As a company we are continually reviewing the gender pay gap strategy to ensure we are meeting the requirements of an ever-evolving market but more importantly ensuring our most valuable asset, our people, are empowered and supported throughout their journeys at FIS.

This roadmap is our commitment to address the gender pay gap, and we are developing a 5-year strategic plan that will include, but is not limited to the below components and actions. We appreciate this will take time but are confident we have a strong and solid platform on which to build and grow.

We have identified key areas of focus based on the gender pay gap data and have been and are working on rolling out initiatives aligned to our 5-year strategic plan.

Leadership Engagement

Imbed I&D strategy into business objectives

Launch and support Women's Network

Create UK I&D committee and ambassadors

Highlight successes and inclusion of women in leadership messaging, meetings and townhalls

Implement Unconscious Bias Training and inclusion training

Talent Acquisition

Review job adverts for biased language

Expand talent sources to broaden the talent pool and increase representation

Deliver training and education to support non-discriminatory recruitment practices

Retool the onboarding process to support key drivers for new joiners

Junior sales program to attract millennials and conscious awareness to increase female numbers at interview by coaching hiring managers

Talent Management

Continuous review of all talent processes for bias

Provide coaching accreditation for The People Office (TPO)

Balance the succession pipeline

Build mentorship programs

Enhance female colleague development for next steps / promotions

Launch new performance management process

Benefits

Continuous review and addition of offerings which encourage attraction and retention of diverse talent

Showcase existing offerings and a benefits newsletter, including competitive maternity, shared parental leave & flexible working policies

Launch new platform to encourage global networking and wellness initiatives across teams

Encourage adoption and utilisation of offerings

Parent and Family Support

Investment in coaching for working families and carers by external vendor

Provide emergency childcare support

Emergency care support for elderly parents

External Engagement

Building relationships with women-focused tech and STEM organisations, such as Ada Love Lace

Relationship building with schools in economically challenged areas to offer FIS mentors and promote STEM

The company is part of a project with external companies within the digital sector on attracting more women as a collaborative project

Data Analytics

Outside of legislative requirements we are annually analysing the below data (refer to Further Analysis) to identify trends, recognise accountability, track and measure progress

Internal global compensation framework enables a fair and consistent approach to benchmarking of internal roles which are continually reviewed to ensure gender balance application of pay

Adding inclusion question to People Survey for further analytics

**Italics denotes current actions*

Impact

We can see a slight 2% increase in the overall mean gender pay gap and this can be explained by the increase in overall population of over 10% within this legal entity as of the snapshot date and the overall on going societal issue of lack of female representation within in senior management roles (refer to Further Analysis job level data) and as expected this has also had a knock on effect with the increase in mean bonus pay.

FIS will continue to endeavour for more impactful measures in 2019 to bridge the pay gap even further within this expanding legal entity.

We are pleased to see a decrease in the median pay gap over 7% and a decrease of almost 7% in the median bonus pay which indicates a significant improvement in the overall distribution of pay and bonus values across gender, however we appreciate more needs to be done in tightening this gap.

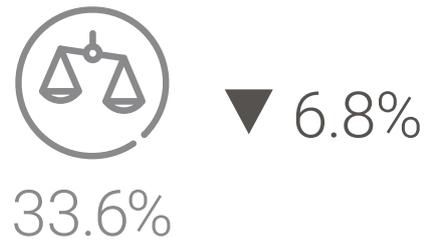
Mean Pay



Median Pay



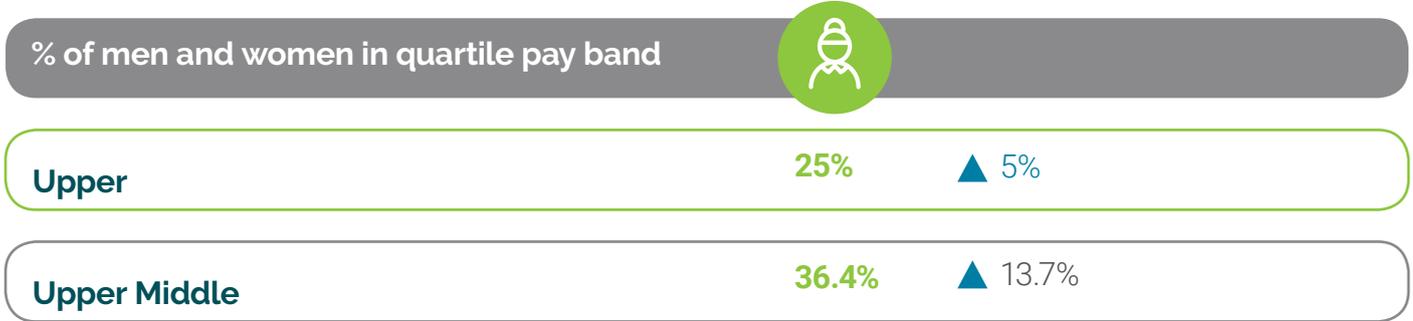
Median Bonus Pay



The percentage decrease rate is similar across gender in terms of those who received a bonus which is indicative of fair bonus application practices aligned to job role and irrespective of gender.



The quartile banding distribution has seen a positive increase of 5% for women in the upper quartile and over 13% increase in upper middle quartile bandings which is a significant step in the right direction.



We have also seen a 12% decrease in men in professional level roles (refer to table 1, job levels) which will significantly impact the upper and upper middle quartile bandings for the women populations along with a 4% increase of women representation within the professional job levels.

However, as a company we appreciate more needs to be done in attracting women at senior leadership levels to truly impact the overall gender pay gap data. Most companies have this as a strategic priority, and this is also on our agenda as a key driver to address the gender pay gap.

Further Analysis

As a company, we understand the importance of such legislation and have continued to carry out in-depth analysis for 2018 as we did for 2017 to fully understand and highlight key areas that can impact the gender pay gap reporting and to identify areas to address as part of our ongoing 5-year strategic objectives.

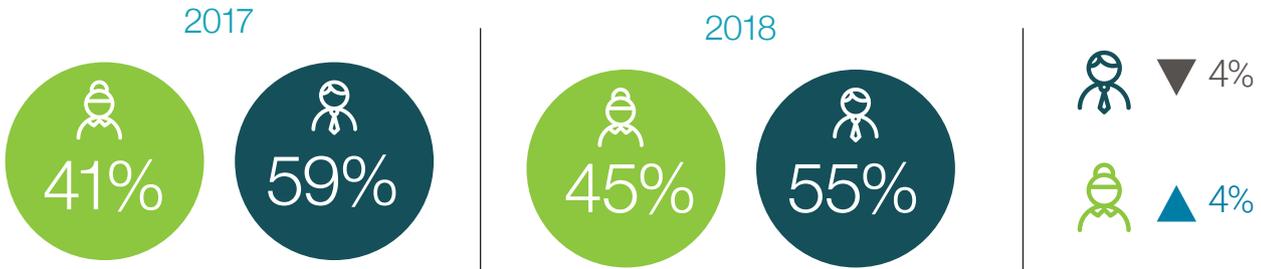
FIS Recruitment Applications

Level of interest from applications for FIS UK offices during the relevant period of 2017 – 2018:

based on disclosed data



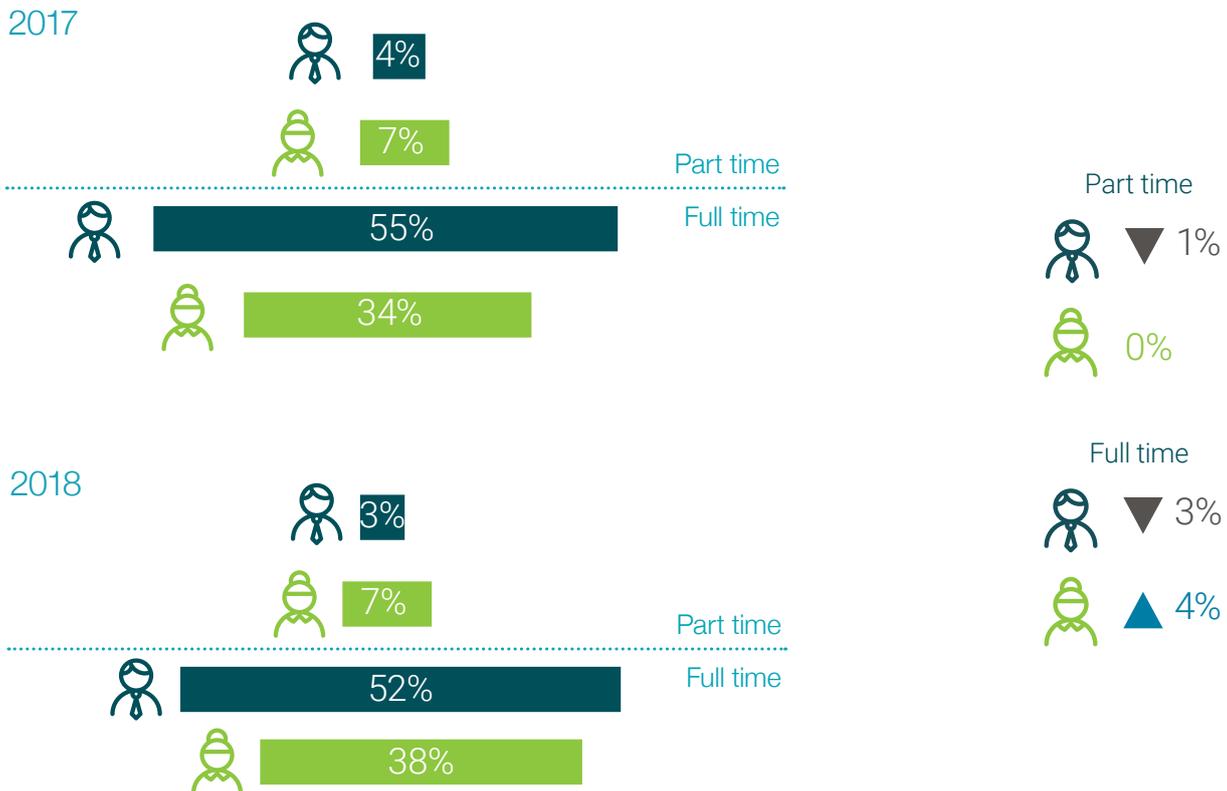
Gender Split



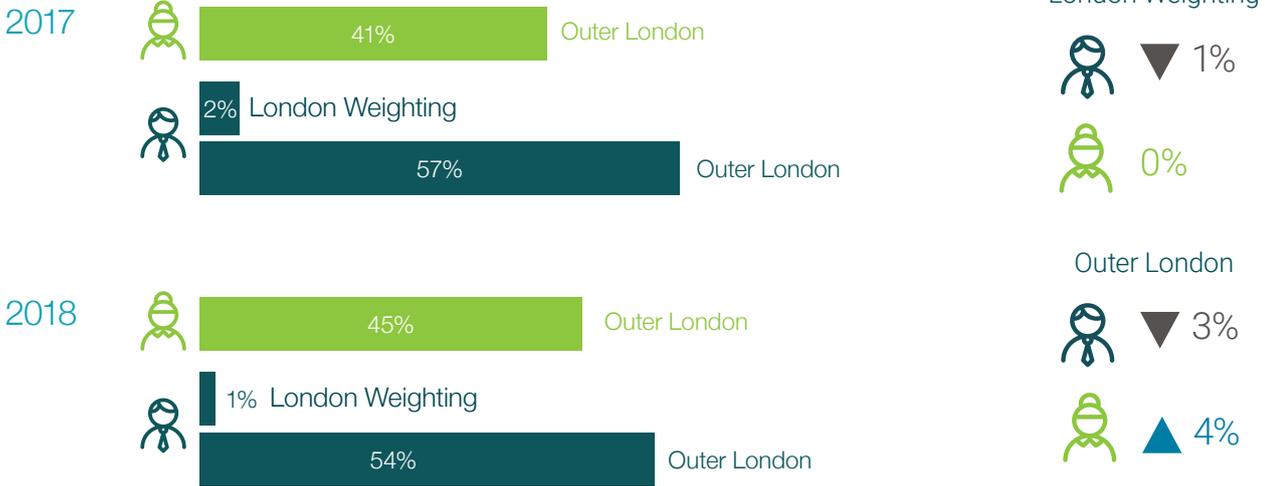
Part time vs Full time employees

The workforce is made up of the below percentage comparisons in terms of part time vs full time employees;

Part time vs Full time Gender Breakdown



London Weighting vs. Outer London Gender Breakdown



Sales Team



Job Levels

2017

Female population job levels



Male population job levels



Executive



Management



Professional



Support



2018

Female population job levels

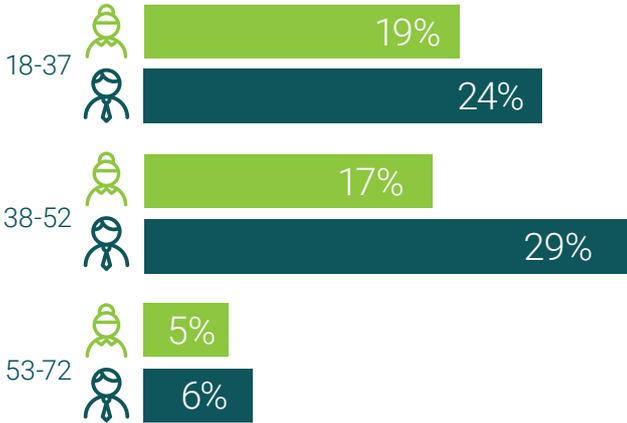


Male population job levels

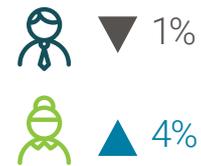


Age brackets gender population

2017



Age 18-37 years



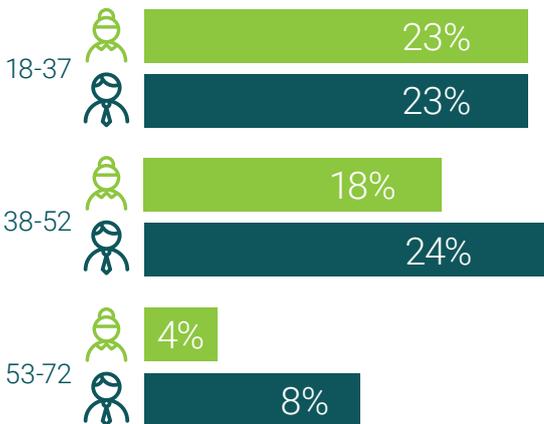
Age 38-52 years



Age 53-72 years



2018



The gender pay gap figures alone do not represent the full story and as highlighted as part of the 2017 reporting this in-depth analysis enables us to continue to identify key areas to address and key drivers for our population as part of this legislative requirement.

Our Commitment – the FIS Guiding Principles

At FIS, our people are our biggest asset, and we will continue to strive to disrupt the gender pay gap and gender diversity. We must encourage and support women within the financial technology world whilst ensuring inclusion. We have power in numbers across all genders and together, we can impact change.



We Build trust in all we do

- Gender Pay Gap Strategy is at the forefront of our Executives
- Inclusion and diversity is aligned to business goals and imperatives
- Senior leaders drive forward mentoring and being role models
- Empower our people through coaching and support to make the right decisions



Inspire a Passion to Act

- Promote an inclusive culture through edification
- Embed inclusion and diversity in all people processes
- Champion coaching and training on unconscious gender bias
- Continually review and question current approaches
- Embody key behaviours and competencies to lead change
- Collaborate both internally and externally to impact change



Foster an Entrepreneurial Spirit

- Develop analytics to address key issues
- Measure success through analytics
- Encouraging feedback and innovative ideas to tackle issues
- Continue to drive forward operational excellence



Empower Employee Growth

- Support employees returning from leave
- Ensure we have competitive and attractive benefits in place for working families and for work-life balance
- Ensuring flexibility is encouraged for all employees
- Invest in our talent to grow and to lead transformation



Encourage Giving Back

- Be at the forefront of changing perceptions across the industry and within society
- Shape the culture to visibly reflect our values
- Volunteer time to promote STEM in educational institutes at all levels
- Help shape the future by giving back and disrupting the 'norm'



Jihanne Elsayew,
FIS Regional
People Lead

We have a commitment to our employees and truly believe our roadmap to success will help us to continue to coach, empower and enable our people to succeed. As a company we know our people are our biggest assets and we are continually reviewing how we can nurture and grow our talent pool. As a company we are mindful we need to do more to address the gender balance, especially within the FinTech world and specifically within talent acquisition and management, these are the key drivers we are addressing as our key strategic objectives.

We will continue to carry out further in depth analytics and use annual comparables to measure the effectiveness of our actions which will enable us to continue to evolve and analyse our on-going strategic objectives to have the most impact within inclusion and diversity, this is key.

Statement of Accuracy



Alison Wilkes,
Sales Manager
Group Executive

We confirm the data reported is accurate and aligned to the legislative requirements as part of the Gender Pay Gap Regulations.

As a company we are striving for gender balance and have this high on our strategic agenda. Th gender pay gap reporting and further analytics is key in ensuring we are addressing the main areas collectively as a business and in partnership with The People Office. We must continue to support and develop our pool of women talent and ensuring the succession pipeline is balanced. We need more women within the senior leadership roles and management, these are the key objectives to address through talent management, talent acquisition and leadership engagement. The road ahead is long but we feel strongly as a company that we will do everything we can to address these key objectives and ultimately impact gender balance for the positive.

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