

worldpay
from FIS

GENDER PAY GAP LEGISLATION U.K.



Worldpay from FIS is pleased to be part of the Gender Pay Gap Legislation for the fourth 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 U.K.-wide issue. Employers across all sectors must publish their data onto the government website on an annual basis.

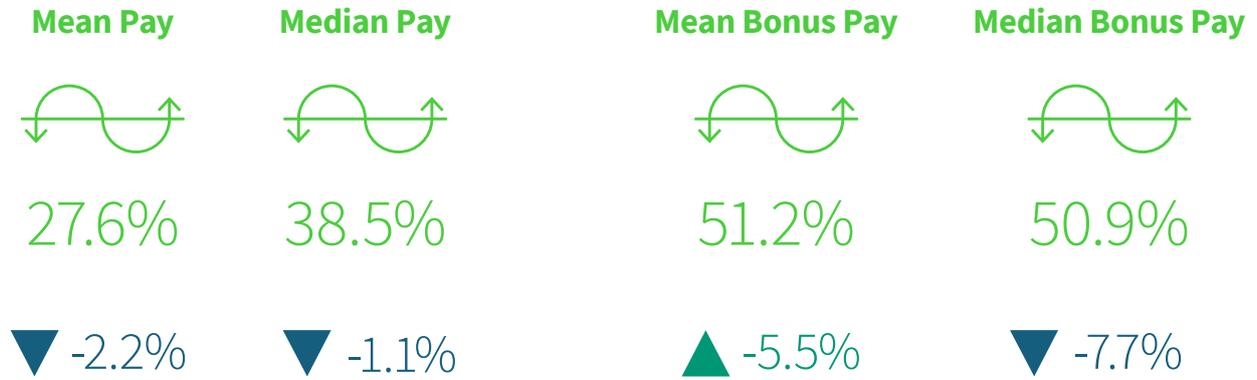
Legislative Requirements

To provide you with an overview of the requirements and date 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 report on legal entities with more than 250 employees within FIS.
- The legal entity we are reporting on is **Worldpay (U.K.) Limited**. This entity will be referred to as Worldpay from FIS for the purpose of this report.
- 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 report provides percentage figures on the number of men and women who receive a bonus.
- This report shows the distribution of men and women from the highest paid to the lowest paid, based on the hourly pay data.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2020.
- Bonus calculations taken from the relevant period between 6 April 2019 to 5 April 2020, for active employees as of 5 April 2020.



Worldpay from FIS Gender Pay Gap Data



92.1%
of men received a bonus
in relevant period.

▲ 3.0%

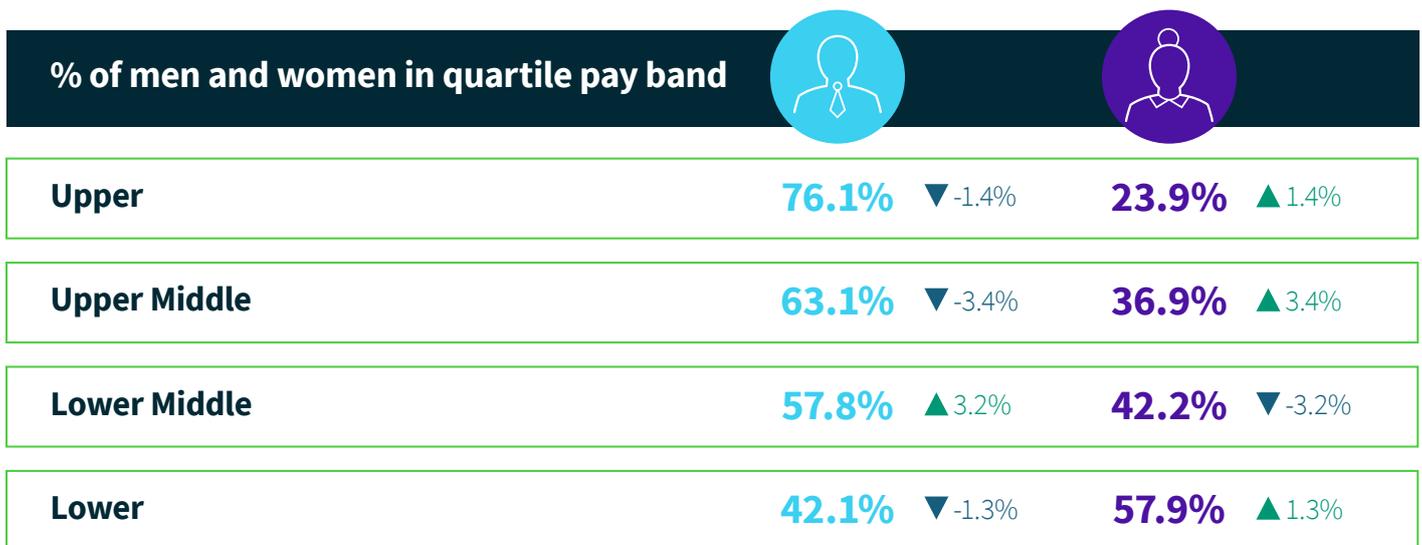


94.0%
of women received a bonus
in relevant period.

▲ 5.1%

Indication: Against 2019 data ▲ Increases ▼ Decrease





What does this data mean?

1. What is included in the Pay data?

- Basic Pay
- Pro rata bonus payment
- Allowances (e.g. First Aid)
- On-call payments
- Recruitment and retention one-off incentive payment

2. What is included in the Bonus data?

- Performance related bonus
- Commission
- Spot bonus
- LTI/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 a U.K. 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 leave, reduced sick pay are excluded

4. Who is included in the Bonus data calculations?

- Employees with a contract of employment
- 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 Bonuses are expressed as a percentage of men's earnings:
 - Positive percentage result shows female employees having lower pay or bonus than men
 - Negative percentage result shows male employees having lower pay or bonus than females
- 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?

- Size of employee population
- High male executive salaries and bonuses
- Total gender population i.e. having fewer women in the population
- Pro-rated bonus data is included with full-time bonus data, so is not like-for-like data
- London weighting and outer London salaries
- LTI/Securities are included in calculations
- Salary sacrifice schemes will have an impact

Road Map 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 assets, our people, are empowered and supported throughout their journeys at Worldpay from FIS.

This roadmap is our commitment to address the gender pay gap, as part of a combined 5-year strategic plan within FIS. We appreciate this will take time but are confident we have a strong and solid platform to build and grow on.

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 five-year strategic plan.

Our Key Areas of Focus for Gender Inclusion



Metrics and Analysis



Sourcing and Development



Inclusive Culture



Transformational Leadership



Policies & Benefits



External Engagement

2018 to 2019

- Assessed current state to identify key priorities and areas of focus
- Developed multi-year strategy to support key priorities and areas of focus
- Implemented Workday and Visier to enable better data collection and analysis
- Developed diversity dashboards to track trends, measure progress and drive accountability
- Established continual reviewed of people/talent processes and policies for bias
- Deployed enterprise-wide succession planning and career and skills development
- Deployed leadership ecosystem for transformation leadership, inclusive of a new hi-potential leadership development program
- Piloted gender-focused mentoring programs
- Launched geo and/or business unit-focused women's inclusion networks
- Set focus on gender balanced candidate pipelines from entry-level to senior-level roles as well as gender-balanced interview panels
- Deployed new performance process to encourage continual feedback and identify development needs
- Rolled out coaching accreditation rolled to upskill The People Office (TPO) in supporting leadership development
- Introduced "Be Your Own Chief Learning Officer" philosophy and approach
- Launched Manager Excellence Training
- Implemented compensation ranges globally and consistent titling
- Launched employee engagement survey
- Transformed from traditional performance management to continuous feedback with the introduction of Performance365

2020

- Refreshed our organizational values and introduced culture champions
- Embedded awareness of common biases in people processes
- Launched new I&D education, including weLearn to be Inclusive microsite and mandatory Respectful Workplace training
- Established executive-led Enterprise I&D Council
- Expanded talent sources to broaden the talent pool and increase gender representation in the candidate pipeline
- Introduction of Celebrate platform for reward and recognition
- Deployed Clifton Strengths
- Implemented PhenomPeople, Gartner TalentNeuron and LinkedIn Insights
- Launched first ESG Report with increased I&D transparency

2021

- Aligned geo and business- unit-focused Women's Inclusion Network into one enterprise-wide Women's Inclusion Network as well as launched Working Families Inclusion Networks with formal Executive Sponsorship
- Implement all-colleague Unconscious Bias training
- Reviewed and expanded maternity and parental leave benefits
- Partnered with three new women-focused STEM diversity organisations
- Support of charitable causes and initiatives focused on improving the lives of women and girls in the community such as Girls in Tech
- Expand diversity of self-ID to enable intersectional analysis and review
- Developed inclusive leadership framework
- Built new predictive analytics tool to assist with achieving diversity goals

2022 and Beyond

- Expand mentoring programs and initiatives
- Implement training that supports advocacy and self-promotion
- Engage men as allies in the pursuit of gender equality
- Partnering with our clients and peers in efforts that help to improve gender representation and inclusion in the industry
- Review our products, offerings and solutions through a gender lens, where applicable
- Expand supplier diversity efforts
- Deploy inclusive leadership training
- Participate in external benchmarking and award programs

Impact

We have continued to have reductions in the mean and median ordinary pay gap, which suggests that our long-term strategies are making a positive impact. Worldpay from FIS will continue to work to close the gap and identify areas for improvement to ensure we do the right thing.



The bonus data has also improved. The mean bonus gap and median bonus gap have both decreased slightly. This is supported by the increase in female representation at the higher levels which would suggest a higher average bonus figure for the female population. The proportion of both men and women receiving a bonus has increased slightly as we continue to retain staff who meet the eligibility criteria for a sales or discretionary bonus plan.

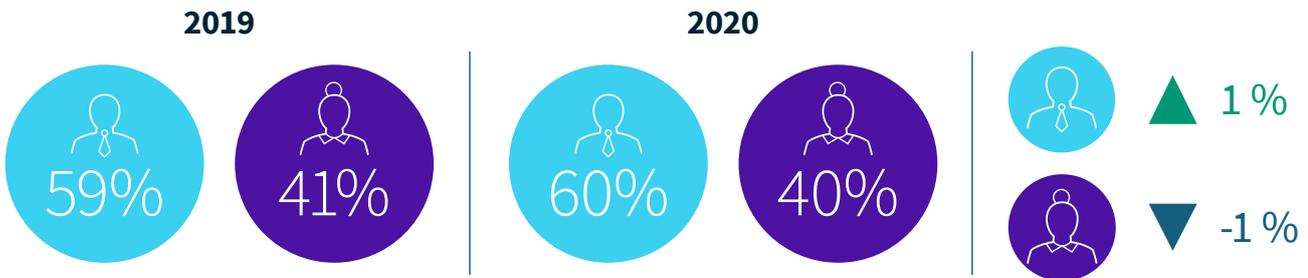
As with our 2019 results, there has been an increase in the number of women, both at the upper and upper middle quartiles, which is significant as it is key to increase female representation at the top of the business to close the gap further. A large driver for the gender pay gap is the over-representation of men at the top levels, however due to the number of employees in this legal entity, any change will be slower.

Upper	23.8%	▲ 1.3%
Upper Middle	36.0%	▲ 2.5%

As a company, we will need to do more to recruit and promote women into senior leadership roles. This has been and will continue to be a strategic priority for us.

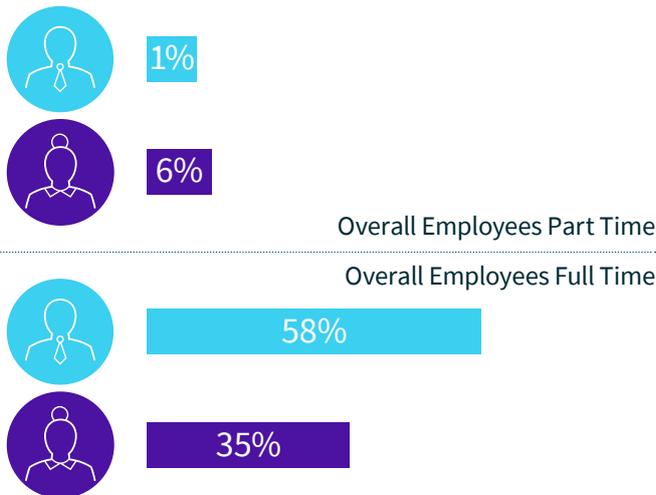
As a company, we understand the importance of gender pay gap legislation and have continued to carry out in-depth analysis for 2020 in order to fully understand and highlight key areas that can impact the gender pay gap and to identify areas to address as part of our ongoing five-year strategic objectives.

Gender Split of Worldpay U.K. Ltd (As at 5 April)

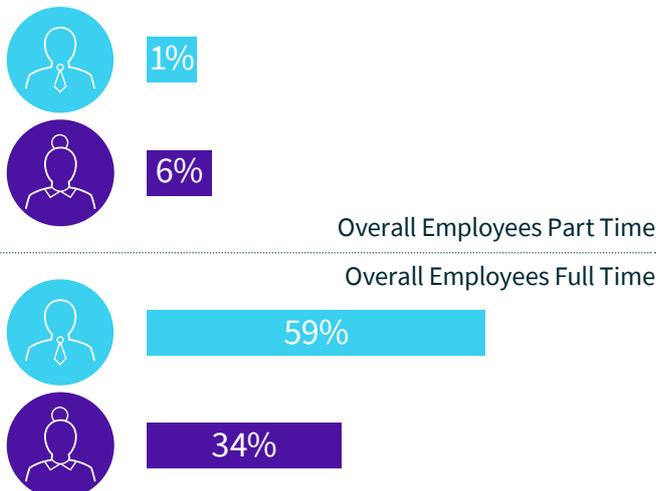


Part Time vs Full Time employees (As of 5 April)

2019

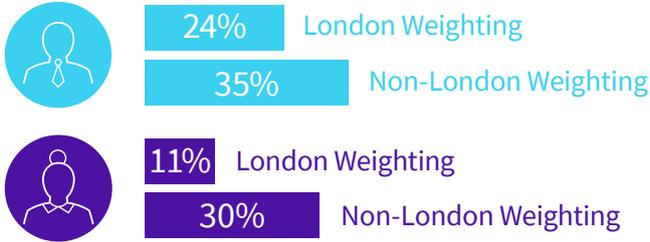


2020

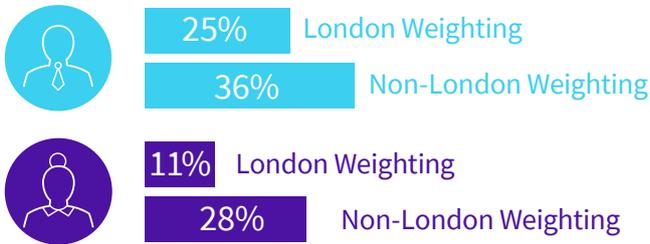


London Weighting vs Outer London Gender Breakdown

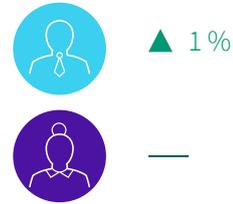
2019



2020



London Weighting



Non-London Weighting



Maternity Leave

2019



2020



Our Commitment

At Worldpay from FIS, our people are our biggest asset and we will continue to strive to disrupt the gender pay gap and improve the representation of women. 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.

**COLLEAGUES, CLIENTS AND COMMUNITIES
FOR OUR 3Cs WE STRIVE TO...**



WIN AS ONE TEAM

We work together, **connecting** to achieve outcomes with speed

We are **inclusive** and embrace our diverse strengths

We make things happen and **celebrate** together

LEAD WITH INTEGRITY

We're **accountable** and work in a way that makes us proud

We **empower** one another to take ownership

We have the courage to be **open** and transparent - to build trust

BE THE CHANGE

We **challenge** each other to improve and simplify the way things are done

We're **innovative** and dynamic in how we develop ideas to solutions

We **give back** to make a positive impact on the world





Billy Winchester
Compensation Partner

“As we continue the integration efforts of Worldpay and FIS, it’s essential that we work together to identify the issues contributing to the gender pay gap to tackle the root causes and promote a combined Inclusion and Diversity strategy as one company.

The Gender Pay Gap is not something we can solve in one year, but will need to remain an ongoing conscious effort to ensure that we are doing the right thing to determinedly succeed as one company and be the change.”



Denise Williams
Chief People Officer

"I am proud of the work we do at FIS around Inclusion & Diversity and the Executive team is not only putting it at the top of our organizational agenda but also recognizing the opportunity that we have collectively to address Inclusion & Diversity across our industries and within our communities. We employ tens of thousands of employees, and play a critical role in ensuring that inclusion is core to our workplace culture and that our businesses are representative of the communities we serve. It’s powerful to see the transparency coming out of company pay gap disclosures and the progress we are making as a company with our own results."

Statement of Accuracy



Gabriel de Montessus
Group President, Head of
International Merchant Solutions

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

"We are focused on fostering an inclusive and collaborative environment by embracing and empowering the rich diversity of our global organisation across cultures, genders and geographies. This is part of our commitment to our colleagues, clients and communities to advance sustainability for a shared tomorrow and ensure no one is left behind."

Gabriel

About Worldpay from FIS

Worldpay from FIS (NYSE:FIS) is a leading payments technology company that powers global commerce for merchants, banks and capital markets. Processing 75 billion transactions topping \$9T for 20,000+ clients annually, Worldpay lifts economies and communities by advancing the way the world pays, banks and invests.

We create secure and scalable innovations that connect commerce across all geographies and sales channels. The company's integrated technology platform offers a unified and comprehensive solution set to help clients run, grow and achieve more for their business.

With a 50+ year history in financial services, we remain ahead of the curve to outpace today's competitive economic landscape. By delivering simple, streamlined and secure experiences for all of our clients and their customers, we embody commitment to every aspect of the financial services industry.

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PAYS, BANKS AND INVESTS™**