



# UK

## Gender Pay Gap Report 2025

**worldpay**  
is now **globalpayments**

# Inclusion remains at the heart of who we are

This year's results show both progress and areas for continued action. We saw improvement in two out of the four focus areas and held steady on last year's progress on another.

We also recognize that women still remain underrepresented in senior positions. We've focused on actions to continue making progress here. We're actively investing in career experiences, leadership programs and creating a culture where everyone has the same opportunities to thrive.

As part of Global Payments we're in a strong position to continue delivering our action plan together and keep moving forward. We're proud of our progress and know there's more to do. Improving the gender pay gap remains a top priority and we're committed to making sure inclusion is for all.

**Gabriel de Montessus**  
Group President, Enterprise



## Pay gap reporting

The gender pay gap is an indication of the average pay difference between men and women overall, in the UK. **It is not a measure of equal pay, which compares the pay of men and women performing the same or similar roles.**

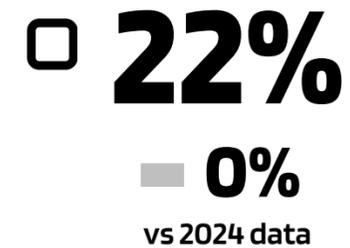
Employers with over 250 employees are required by UK law to publish their gender pay gap and bonus gap figures annually. We're reporting on Worldpay (UK) Limited, referred to as Worldpay for the purpose of this report. It does not reflect our global population, but only those based in the UK.

# Our results

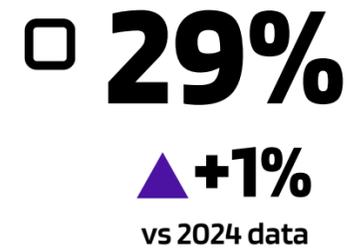
## Pay and bonus gaps

This year, we've improved **two out of four measures** and **held steady on one**.

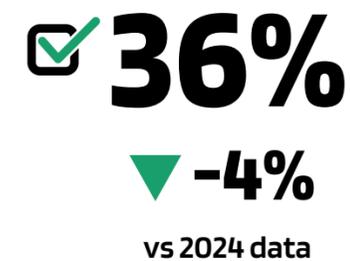
### Mean pay gap



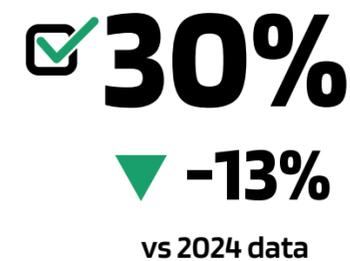
### Median pay gap



### Mean bonus pay gap



### Median bonus pay gap



### Gender pay gaps

The difference in hourly pay between men and women in the UK on 5 April 2025, shown as a percentage of men's hourly pay.

The mean pay gap at Worldpay has not changed year on year while the median pay gap slightly widened in 2025.

### Bonus pay gaps

The difference in bonus pay that men and women in the UK received in the 12 months before 5 April 2025, shown as a percentage of men's bonus pay.

At Worldpay 47% of women and 59% of men in the UK received a bonus in 2025.

# Worldpay UK gender split

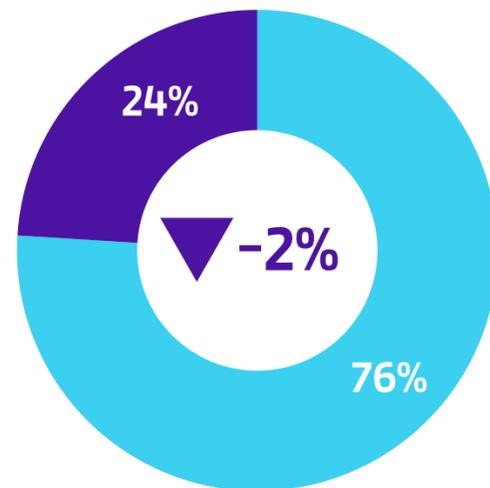
This gender split shows that there are more men than women in the UK, adding context to our gender pay analysis.

**40% Women**

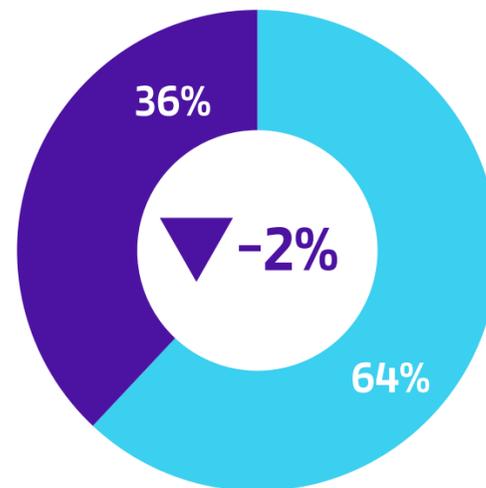
**60% Men**

## Pay quartiles

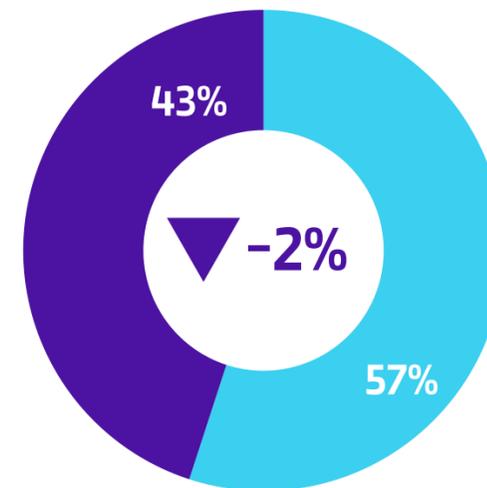
How UK Worldpay colleagues are spread out by gender from the highest paid to the lowest paid, based on hourly pay. The lower proportion of women in the upper quartiles contributes to our UK gender pay gap.



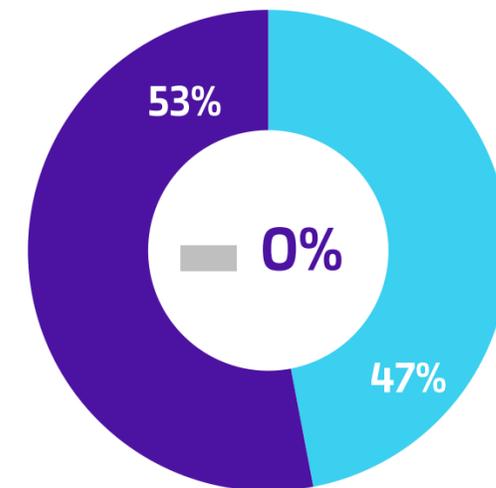
Upper



Upper middle



Lower middle



Lower

▼ vs 2024 data   ■ Women   ■ Men

# How we're owning it

Worldpay was acquired by Global Payments in January 2026. With a snapshot date of **5 April 2025**, it is important to note that this report is for heritage Worldpay.

Worldpay was a global organization with headquarters in Cincinnati and international headquarters in London. We had over 10,000 colleagues globally, with over 3,000 based in the UK. Our gender pay gap has been influenced by the distribution of our workforce, with more senior roles located in the U.S. than in other regions.

# What we said in 2024

In our 2024 report, we committed to diversifying the ways we attract talent, strengthening leadership development, refining career and talent processes, expanding learning and early-career pathways and investing in partnerships .

After a year of separation from FIS we aligned our organizational structure and were intentional with hiring. In April 2025, we announced the acquisition by Global Payments, which allowed us to focus on creating clearer career experiences and broadening access to development.

**While our 2025 actions don't immediately improve our gender pay gap, due to the 5 April snapshot date, they lay the foundations for long-term progress.**



# What we started in 2025

## Attracting talent

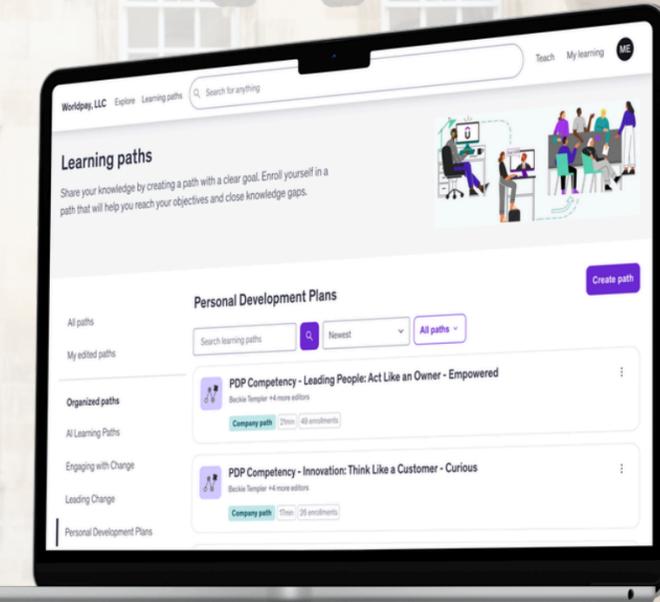
We stood out in the market and were recognized as a top employer with our award-winning employee value proposition.

# A world that's *yours* to own

## Clearer career experiences

We strengthened the colleague experience through:

- A new career site, built around inclusion and accessibility, attracting **614,868 visitors** in 2025
- Access to Udemy, a world-class learning platform, for every Worldpayer
- A new Impact (Performance) experience, which promotes ongoing career conversations and focuses on what colleagues achieve and how they achieve it
- Personal development plans in Culture Amp, providing a structured way to reflect on goals in partnership with people leaders
- Career stories, highlighting non-linear "wiggly" career journeys, showing there's no single path to success at Worldpay



# What we started in 2025

## Leadership development roadmap

We launched "Leading the Worldpay Way", a leadership development roadmap built on inclusion, with tailored experiences for leaders at every level.

These experiences strengthen our pipeline, supporting succession planning and progressing HiPotential and HiPerforming women at every level.



**One Worldpay Grads:** A two-year early-careers journey with technical and business pathways. Recruiting from strong STEM institutes, with **48% women** in the UK intake



**Coach to Win:** A five-month experience for all people leaders, building inclusive leadership skills and empowering teams



**Launchpad:** A focused growth experience for high-potential individual contributors preparing for leadership, providing executive coaching and workshops



**Next, NOW:** A dynamic leadership growth experience supporting high-potential Directors and Senior Directors to lead with curiosity, vision and inclusion on a global scale

# 39%

of participants across Launchpad and Next, NOW were women

# What we continued in 2025

## Embedding inclusion for all

At Worldpay, inclusion is for all.

Our eight global inclusion networks bring this commitment to life.

- Wow, our women's network, champions connection and career growth. In 2025 it launched a mentoring programme open to all Worldpayers, supported by a new mentoring toolkit.
- FamilyFlex continues to support those balancing caring responsibilities with professional growth.



In 2025, our networks created space for belonging and community, helping Worldpayers navigate their careers.

**Elevate**  
Black inclusion network

**Adelante**  
Hispanic + LatinX inclusion network

**Wow**  
Women's inclusion network

**Pride**  
LGBTQ+ inclusion network

**Enable**  
Disability inclusion network

**Salute**  
Veterans inclusion network

**FamilyFlex**  
Working families inclusion network

**Illuminate**  
Asian + Pacific islander inclusion network

## Benefits for every stage of life

We offer benefits designed to support Worldpayers at whatever stage of life they're in, and give them control and flexibility of their wellbeing and future. In the UK we offer:

- Enhanced maternity and shared parental leave;
- A comprehensive range of health benefits including access to a virtual GP, Employee Assistance Program and an annual Bupa Health Assessment;
- Bright Horizons emergency backup child and elder care;
- Bupa Menopause Plan\* for women going through menopause and guidance for people leaders - forming the basis of our increased focus on menopause support in 2026;
- Bupa Assisted Fertility Treatment Plan\* to support Worldpayers on their family journey.

\*These plans are available for UK Worldpayers who are signed up to a certain level of their Bupa plans.

# What we'll do next

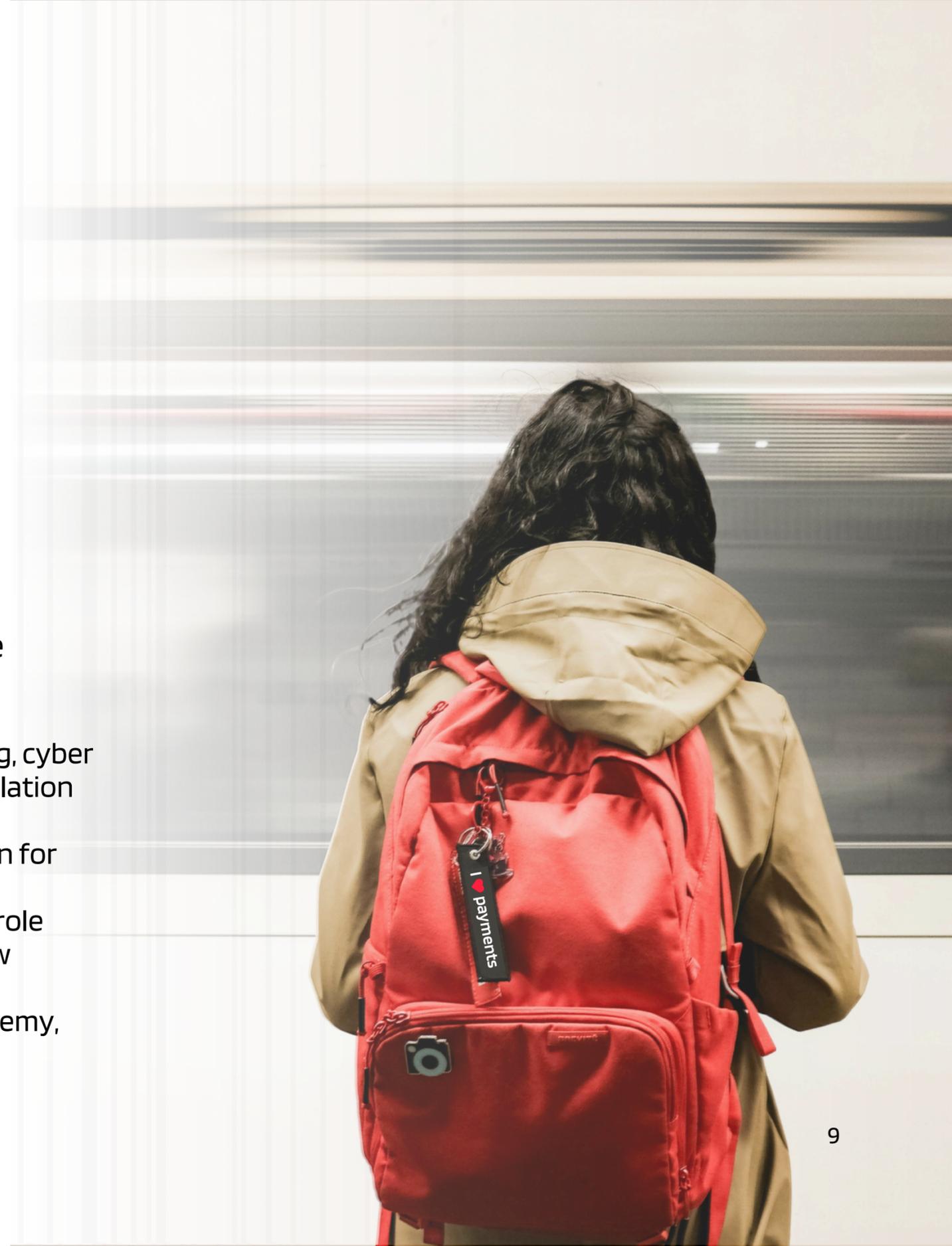
## We're taking a deeper look at women in tech

A significant proportion of UK roles sit within tech, a field in which women have historically been underrepresented. Because this influences our gender pay gap, it is a priority as we look ahead.

## Pathways into tech careers

Improving representation in tech starts with the pipeline. Today we have several entry points and we'll continue to invest in and track these:

- Worldpay Grads: **52% of UK graduates** joined technical areas such as engineering, cyber and data science, and **46% of technical grads are women**. This early-career population is key to long-term progress, so we will continue to track and support their development as they grow, as well as build partnerships with universities known for their Women in STEM programs
- In the UK, we are enhancing our use of the UK Apprenticeships Levy to fund in-role apprenticeships that colleagues can use to build technical skills, opening up new pathways into future roles.
- Continuing Udemy for all: Of the 5,000 Worldpayer colleagues actively using Udemy, **68%** are developing in-demand skills such as data science and generative AI.



## Focusing on progression

Representation isn't only about entry, it's about progression. Launchpad and Next, NOW, are already retaining and accelerating high-potential talent. We will continue ensuring women in tech roles have access to these experiences.

## Investing in partnerships

Our partnerships create visibility, learning and community beyond Worldpay:



- **Women in Payments** and **Women of the Future** connect Worldpayers to industry communities, recognition opportunities, events, mentoring and thought leadership. We've committed to a new three-year partnership with Women of the Future, supporting both the Women of the Future Summit and Awards until 2028.



- Through the **Global Mentorship Initiative**, Worldpayers mentor students starting their careers, strengthening coaching skills while supporting future talent.
- And in 2026, we will begin a new UK partnership with **MyBigCareer**, whose mission is to help young people overcome barriers to career confidence and access. This partnership will strengthen our support for local communities in Gateshead and Manchester, while building a more diverse future talent pipeline.
- We're launching **MentorcliQ** in 2026, to empower colleagues to easily access, match and engage in mentoring relationships.



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# Our commitment going forward

We're proud of the progress we've made and, as we continue our integration with Global Payments, we remain committed to bringing colleagues together in an environment where inclusion is for all.