

BOTTOMLINE TECHNOLOGIES LIMITED

2023/24 Gender pay gap report

Registered address:

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

Nature of business (SIC):

Information and communication

Snapshot date:

5 April 2023

Employee headcount:

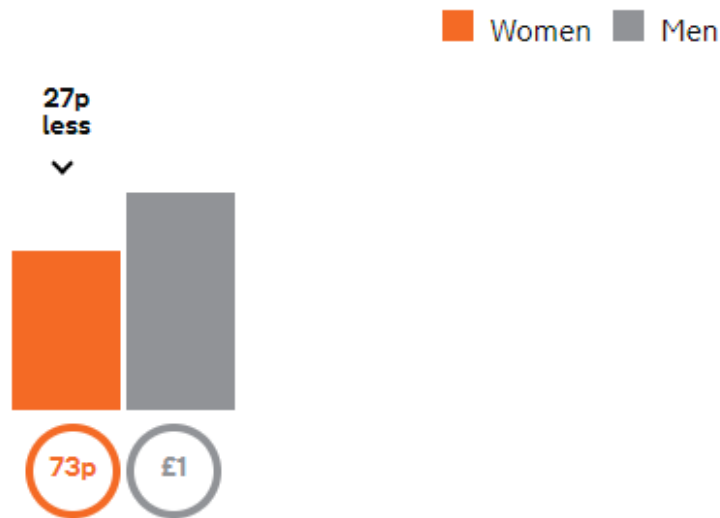
250 to 499 employees

Person responsible:

Meredith Willoughby (Vice President, HR Operations and Total Rewards)

Hourly pay gap

In this organisation, women earn 73p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 27.1% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 31.6% lower than men's.

About median and mean

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 who is 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 two 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.

The mean (average) gender pay gap figure

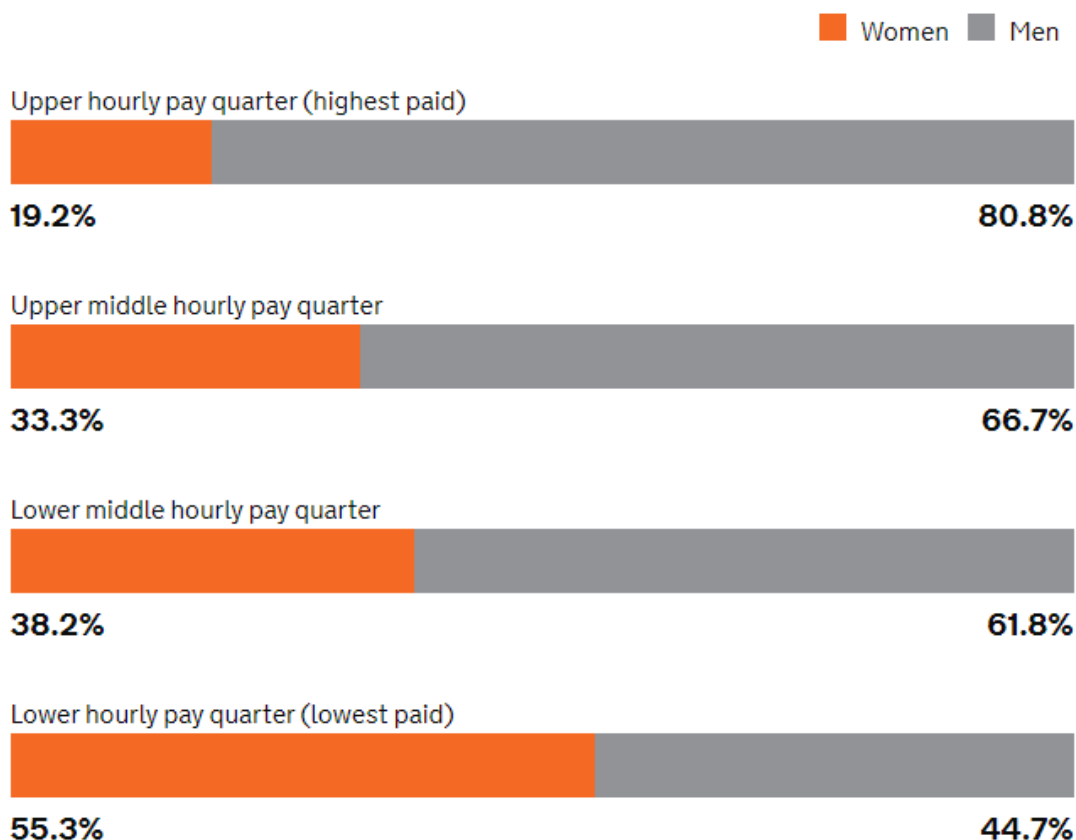
The mean gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

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. But very high or low hourly pay can ‘dominate’ and distort the figure.

The percentage of women in each pay quarter

In this organisation, women occupy 19.2% of the highest paid jobs and 55.3% of the lowest paid jobs.



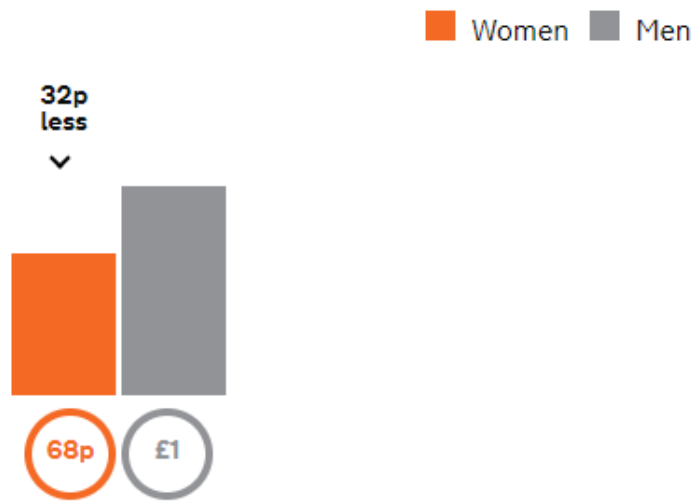
About pay quarters

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different levels of the organisation.

Bonus pay gap

In this organisation, women earn 68p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 31.9% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 80.8% lower than men's.

Who received bonus pay

85% of women

87% of men