Payzone

Gender Pay Gap Reporting 2026

Payzone

What is the Gender Pay Gap (GPG)?

The gender pay gap (GPG) is the difference in the average hourly pay of males and females across a workforce.

It is a comparison of all employees, not just those carrying out the same or similar work. The gender pay gap is therefore different from equal pay.

Equal pay relates to males and females receiving equal pay for the same work, or work of equal value. The gender pay gap looks at the overall difference in pay between males and females across an organisation and can indicate differences in the representation of males and females at different levels of the organisation.

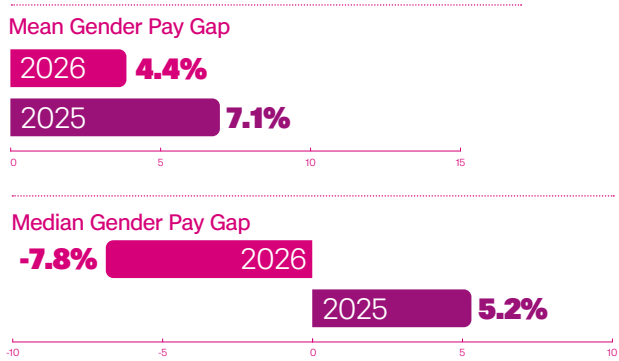
From 2025, the Gender Pay Gap Information Act 2021 requires employers with more than 50 employees to calculate and report on their GPG based on a snapshot date in June. However, as a subsidiary of the AIB Group, we have voluntarily calculated and reported on our GPG annually since 2022.

Our hourly gender pay gap

Our mean GPG for 2026 is 4.4% which is a 2.7% decrease on our GPG for 2025 (7.1%). This decrease reflects changes in our workforce during the 2026 reporting period compared with the previous period.

Our workforce comprises 112 employees, with a gender split of 77% male and 23% female. The primary driver of our gender pay gap is the differing representation of males and females across all levels and disciplines within the company, particularly within Technology, Engineering and Sales.

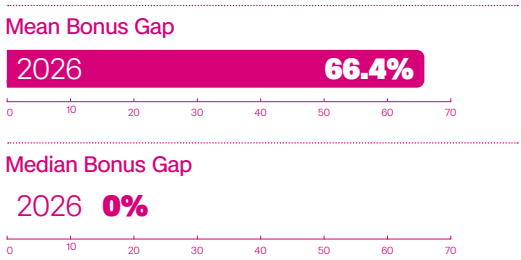
This reflects the composition of our workforce and the nature of our business and is consistent with the broader gender representation challenges experienced within our industry.



Given the number of full-time employees, any movement because of new joiners, leavers or promotions can have a material impact on our mean GPG.

Our gender bonus gap

Our bonus gap is based on a variable pay scheme (sales commission based), as well as vouchers that were awarded to employees. This scheme applied to 9% of our employee base as of 30th June 2026. The bonus gap is reflective of the gender split in our sales teams which is over 90% male.

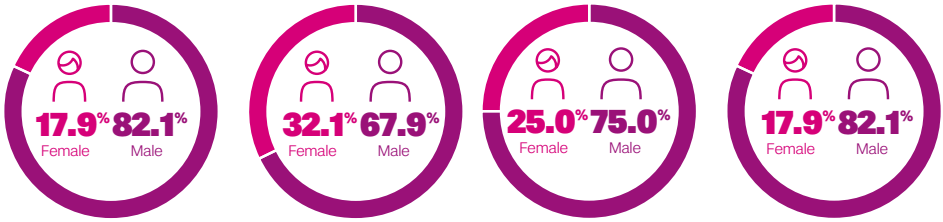


While there is a mean bonus gap as a result of the representation of males and females who are eligible for commission, the median bonus gap is nil as all employees were awarded vouchers of the same value.

Female Representation

Quartiles are created by ranking all employees from highest to lowest hourly remuneration. This is then divided into quartiles and the proportion of males and females in each quartile is calculated.

While we have female representation at every level of our business, the proportion of females decreases as seniority increases. Our senior executive team is gender balanced.



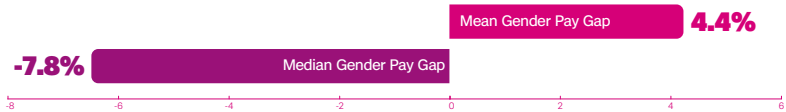
Our Commitments:

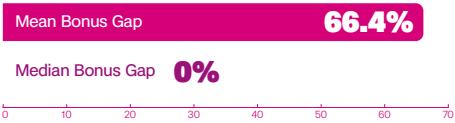
We remain committed to addressing the gender pay gap within our business and to improving gender balance across all levels of Payzone.

- To support this commitment, we continue to develop female leadership through participation in AIB's award winning Mentor Her Programme alongside Payzone's own management development programme. We also continue to review and develop our policies and practices to support an inclusive and diverse workplace.

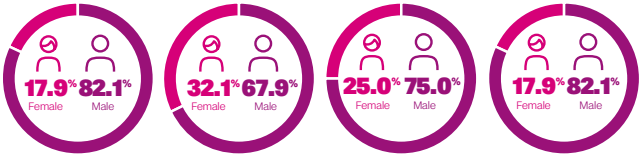
Our numbers on a page:

2026 All Employees





Pay Quartiles



Bonus Proportions

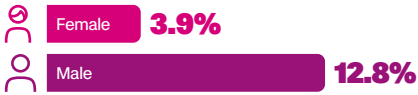
Proportion of employees receiving bonus pay. The difference reflects the timing of the annual bonus award, with employees joining after the award date not eligible to receive a bonus in the current reporting period.

Proportion of employees receiving bonus pay



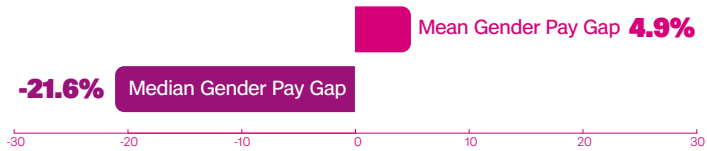
BIK Proportions

Proportion of employees receiving BIK

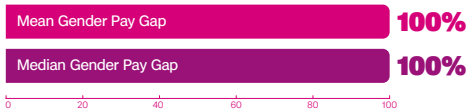


Our numbers on a page:

Part Time Employees



Temporary Employees*



* There is only one temporary employee who is male