

A photograph of a woman with long, wavy red hair, smiling broadly. She is wearing a black sleeveless top. The background is a plain, light-colored wall. A large, semi-transparent blue triangle is overlaid on the bottom right of the image, containing the title text.

Gender Pay Gap Report 2020



Gender Pay Gap Report 2020

At Bottomline, we embrace the UK government's legislation requiring businesses with more than 250 employees to publish their gender pay gap year on year. This only serves us to further promote the transparent culture we have sought to create. Our guiding principles seek to not only create and grow sustained business value and delight our customers, but also encourage employees to do the right thing, innovate, communicate and grow, and to work with and for each other. Most of all, we want our employees to feel that they are part of a company of which all can be proud. In this report we present data around the gender pay gap and the steps we are taking as a business to close that gap.

Paul Fannon
Managing Director, Global Business Solutions



OUR GUIDING PRINCIPLES:

DELIGHT CUSTOMERS: Our first priority is to create satisfied customers in long term business relationships. Everyone at Bottomline has a role in this. We encourage teamwork and excellence and we respect each individual team member and intend to provide opportunities for personal achievement and growth.

INNOVATE, COMMUNICATE AND GROW: We know that the best ideas come from diverse groups – more importantly, we want to ensure that our diversity represents that of our customers and of the 25 countries in which we have offices around the world.

WORK WITH AND FOR EACH OTHER: We're confident that men and women are paid equally for doing the same job, however, the greater proportion of men than women in senior roles creates a gender pay gap. We work hard to promote an inclusive and diverse culture. Our recruitment process is fair and is always focused on the skill set of the individual first and foremost.

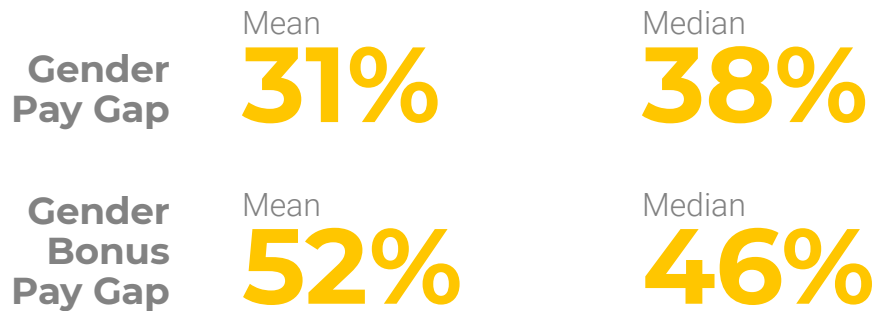
DO THE RIGHT THING: We recognise our responsibility to the community at large and work to be a good corporate citizen. Within these parameters, we know that to pursue our mission, we must reflect the diversity of the people we serve.

CREATE AND GROW SUSTAINED BUSINESS VALUE: We help thousands of companies in more than 90 countries make their complex business payments simple, smart and secure. We share ideas, innovate together, and support each other personally and professionally.

BE A COMPANY OF WHICH ALL CAN BE PROUD: Most of all we foster an environment that encourages open communication among all levels of staff, by encouraging employees to lead from where they stand, regardless of their title, role or gender.

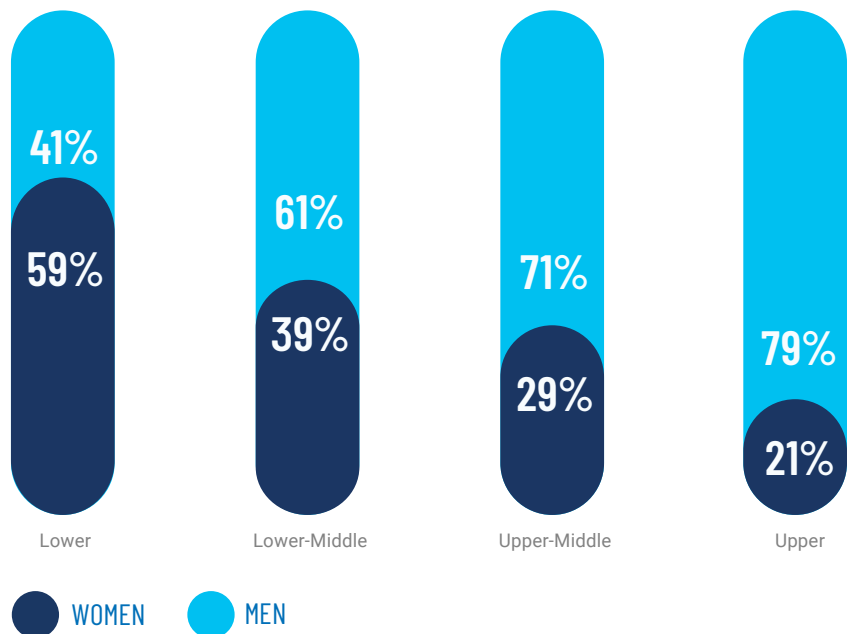
GENDER PAY GAP FIGURES AT A GLANCE

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle-most salary. These figures are provided in the chart below based on hourly rate of pay. The chart below shows our median and mean bonus pay data for bonuses paid in the year up to April 5, 2020.



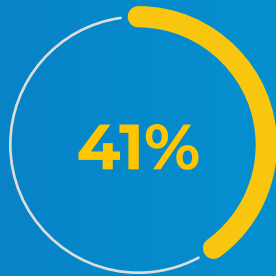
Gender Pay Gap by Quartile

Proportion of male and female employees in each quartile



Bonus Pay

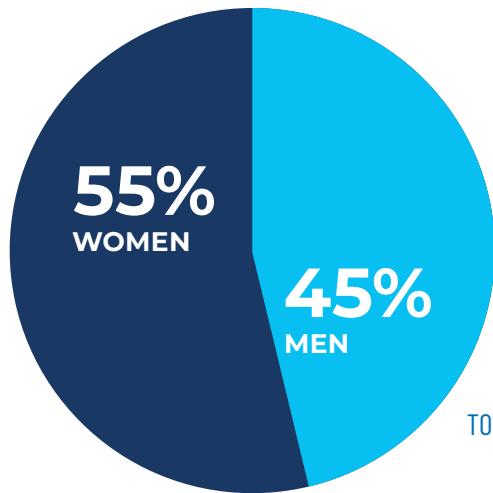
The charts below show how many women vs. men received a bonus. There is a gap in this data due to the fact that bonus pay for the UK Gender Pay Gap Report is calculated with bonuses including commissions. Despite the fact that there are fewer women in sales roles—where commissions are included as we calculate bonuses, a higher percentage of women received bonuses than men.



**Percentage of
Women Receiving
a Bonus**



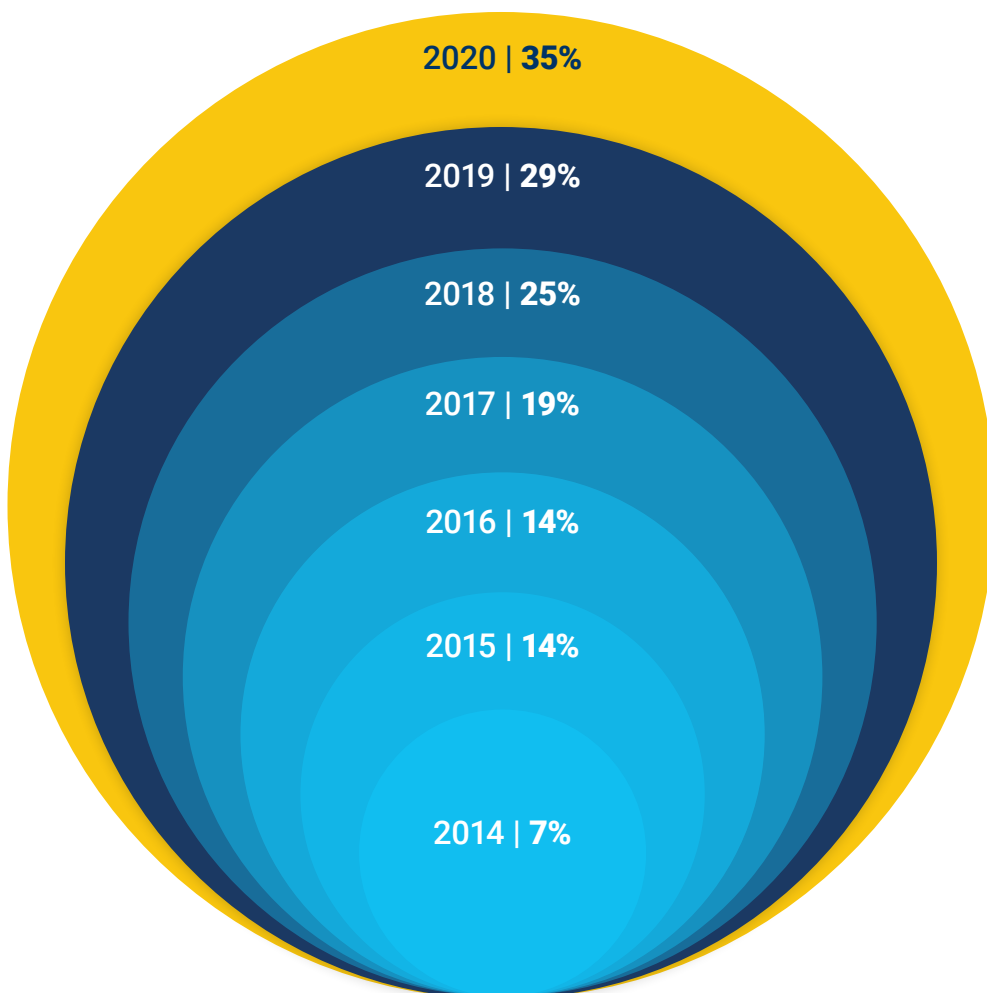
**Percentage of
Men Receiving
a Bonus**



TOTAL EMPLOYEES

Why Do We Have a Gender Pay Gap?

While we are confident that men and women are paid equally for doing equivalent jobs across Bottomline, the main reason for our organisation-wide gender pay gap is an imbalance of male and female colleagues across the company. There are fewer women in senior roles than men, as well as a higher proportion of women relative to men in lower scales.



FEMALE SENIOR MANAGEMENT REPRESENTATION

Women in senior management roles at Bottomline Technologies continues to increase. From 2014 to 2020 it increased 28%.



RECRUITING COLLEGE AND UNIVERSITY STUDENTS

Bottomline runs a graduate programme annually to find the next leaders in the fintech sector. Our talented graduates help sustain our rapid growth through innovation, customer delight, team work and constant improvement. We offer all of our grads the training and guidance that they need to flourish at the beginning of their careers. Where necessary, we send them on professional development courses and also provide on the job training. During the recruitment process we work closely with each applicant to understand their career aspirations and identify key strengths to help develop their skills. After successful completion of the programme, graduates are moved into permanent and higher paid roles.

Graduates Hired 2015 – 2020



Women



Men

RECOGNITION

At Bottomline, awards and recognition are part of the culture. Staying in-line with the company's focus on delivering customer delight, we provide all employees worldwide with the opportunity to apply for the Customer Execution Award. All employees are eligible for this award as everyone has the opportunity to deliver high customer value. Additionally, Bottomline offers an Innovation Award. This award is intended to recognise any employee for the successful execution of new ideas that incorporate new technologies and best practices that enable Bottomline to compete effectively in the global marketplace.

How We Ensure Gender Fairness Across Our Company

At Bottomline, two of our guiding principles shape how we will continue to address the gender pay gap. We are committed to *doing the right thing* and *being a company of which all can be proud*. Gender forms a central part of our inclusion strategy, which looks to build a culture at Bottomline where everyone can be their whole self and produce their best work. If we are going to achieve this culture, we know that we must continue to be proactive in our approach to cultivating all forms of diversity. Below are just some of the programmes we have in place to support gender equality in the work place.

RECRUITMENT

Bottomline aims to recruit from the widest possible talent pool, with all of our positions open to both men and women. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Bottomline are based on merit, qualifications and abilities. We do not discriminate in employment opportunities or practices on the basis of race, colour, religion, sex, national origin, age, disability, familial status, sexual orientation or any other characteristic protected by law. We encourage an open door policy across the company and any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of their manager or the People Success Team. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

RETENTION

Once we have the right people, we want them to stay. To support our employees, we offer a range of flexible working options at all levels. We offer programs for employees that include health and wellness initiatives, an employee forum and career planning programs.

DEVELOPMENT

We know we need to accelerate the career progression of women in the fintech sector and that career paths can be varied. In order to develop our people, we encourage employees to study for degrees or professional qualifications. Since new skills can also be acquired outside the day job, we offer our support to our employees for community volunteering and engagement. We also have in place our Apprenticeship Programme, and in 2020, 56% of our apprentices are female.



We are committed to **doing the right thing** and **being a company of which all can be proud**. Gender forms a central part of our inclusion strategy, which looks to build a culture at Bottomline where everyone can be their whole self and produce their best work.

Supporting Families



We focus on making sure that colleagues who go on maternity leave are set up for success and supported in their return to work without impact on their career progression. Bottomline provides family leaves of absence to eligible employees who wish to take time off from work duties to fulfil family obligations relating directly to childbirth, adoption, or placement of a foster child; or to care for a child, spouse, or parent with a serious health condition.



FLEXIBLE WORKING

Remote working and flexible scheduling, or flexitime, is available in some cases to allow employees to vary their location, starting and ending times each day within established limits. Flexitime may be possible if a mutually workable schedule can be negotiated with the manager involved.



Connect with us



About Bottomline

Bottomline® (NASDAQ: EPAY) makes complex business payments simple, smart and secure. Corporations and banks rely on Bottomline for domestic and international payments, efficient cash management, automated workflows for payment processing and bill review, and state of the art fraud detection, behavioral analytics and regulatory compliance solutions. Thousands of corporations around the world benefit from Bottomline solutions. Headquartered in Portsmouth, NH, Bottomline delights customers through offices across the U.S., Europe, and Asia-Pacific.

For more information, visit www.bottomline.com

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Corporate Headquarters

325 Corporate Drive
Portsmouth, NH 03801
United States of America

Phone: +1-603-436-0700
Toll-free: +1-800-243-2528
Fax: +1-603-436-0300
info@bottomline.com

Europe, Middle East, Africa Headquarters

1600 Arlington Business Park
Theale, Reading, Berkshire RG7 4SA
United Kingdom

Tel (Local): 0870-081-8250
Tel (Int): +44-118-925-8250
Fax: +44-118-982-2253
emea-info@bottomline.com

Asia Pacific Headquarters

Level 3, 69-71 Edward Street
Pyrmont, Sydney NSW 2009
Australia

Tel: +61-2-8047-3700
Fax: +61-3-9824-6866
apac-info@bottomline.com