



PARK PLACE
TECHNOLOGIES

Gender Pay Gap Report 2023



At Park Place Technologies, we believe that diversity is essential for our success. We value the unique skills, experiences, and perspectives that every employee brings, and we are committed to creating an environment where everyone can thrive. Our goal is to promote a culture of inclusivity where all employees feel empowered to contribute their best work and reach their full potential.

Park Place Technologies is committed to fostering an equitable workplace. We take great pride in having been recognised twice as an officially Great Place to Work-Certified™ workplace, most recently in 2023, by Great Place to Work, the internationally renowned HR, people, and workplace culture consultancy. Additionally, we have previously obtained the UK's Best Workplaces and UK's Best Workplaces in Tech awards, both of which are based on employee feedback. In this feedback our employees overwhelmingly affirmed that they are treated fairly, regardless of their gender, attesting to our commitment to promoting gender equality in our workforce.

We are proud of the progress we have made towards reducing our gender pay gap at Park Place Technologies and we remain committed to building a diverse and inclusive workplace. We are pleased to present this report which outlines our progress and plans to continue to close our gender pay gap.

THE FIGURES

GENDER PAY GAP FOR HOURLY PAY

MEAN	
2021	38.9%
2022	33.89%
2023	20.82%

MEDIAN	
2021	29%
2022	24.11%
2023	23.14%

GENDER PAY GAP FOR BONUS PAY

MEAN	
2021	51%
2022	60%
2023	64.8%

MEDIAN	
2021	49%
2022	28%
2023	10.24%

PROPORTION IN EACH PAY QUARTILE

LOWER				
2021	Males	63.7%	Females	36.3%
	Females			
2022	Males	70.4%	Females	29.6%
	Females			
2023	Males	68.1%	Females	31.9%
	Females			

LOWER MIDDLE				
2021	Males	73.7%	Females	26.3%
	Females			
2022	Males	78.9%	Females	21.1%
	Females			
2023	Males	80.6%	Females	19.4%
	Females			

UPPER MIDDLE				
2021	Males	83.7%	Females	16.3%
	Females			
2022	Males	81.69%	Females	18.31%
	Females			
2023	Males	86.1%	Females	13.9%
	Females			

UPPER				
2021	Males	94.9%	Females	5.1%
	Females			
2022	Males	97.1%	Females	2.9%
	Females			
2023	Males	91.7%	Females	8.3%
	Females			

PERCENTAGE OF EMPLOYEES RECEIVING A BONUS

MALES	
2021	93%
2022	93%
2023	95%

FEMALES	
2021	80%
2022	87%
2023	94%

UNDERSTANDING THE FIGURES

Our 2021 gender pay gap report marked the beginning of our journey with gender pay gap reporting. In the previous two reports, we identified three key contributors to our gender pay gap:

- A significant proportion of our employees' salaries had been inherited from acquired companies.
- Our senior leaders in the UK were predominantly male.
- Aside from our leadership team, the majority of our top quartile were in sales roles, where the largest part of their compensation is based on commission. The make-up of this team was also predominantly male.

These remain the key contributors to our pay gap in 2023. However, we have been working towards addressing these points in order to close our gender pay gap and have seen notable improvement.

In the period covered by this 2023 gender pay gap report, we completed further acquisitions of companies in which employees transferred to PPT. We have continued to directly address these disparities in pay, as explained in the section below.

In the section below, we explain our efforts to continue to attract and develop women into senior leadership positions, accounting for a high percentage of the upper quartile. Although progress has been consistently made in this area over the past three years, achieving a gender balance in the senior leadership team cannot be accomplished overnight, particularly given the male dominated IT industry. We are committed to continuing our efforts set out in this report in order to address this.

WHAT IS PARK PLACE DOING TO ADDRESS THIS?

Recruitment

This year, we have established and consistently upheld a commitment to eliminating unconscious biases in our recruitment processes (all stages of evaluation, including initial recruiter screens, virtual/onsite interviews with managers, etc.), ensuring that all internal candidates are assessed and considered solely on their skills, experience, and qualifications.

In addition, we have continued to make it easier for employees to explore the option of moving into the sales department by opening up our graduate sales training classes to all employees, to experience what a sales role may look like to them. In our previous reports, we identified that the majority of our top quartile was made up of sales employees, which was a predominantly male team. We believe that by making a move into a sales role easier than ever, any female employees who are interested in exploring a move into a sales role have easier access to do so.

Career Progression

In 2022, PPT launched its first Leadership Development programme cohort in the UK and in 2023 we ran a second cohort. This was an exciting opportunity to offer to our leadership – current and future, as it is a significant investment in our people and the organisation as a whole. Our first two cohorts included current or future female leaders within PPT. We hope that this programme will lead to the development of leadership skills and a higher proportion of females in leadership positions which make up a significant percentage of our top quartiles.

Furthering our commitment to increase the number of female leaders at Park Place, in 2023 4.55% of women and 2.06% of men were promoted into leadership positions in the UK.

In January 2023, our EMEA headquarters in London played host to Hyune Hand, our President, Sales and Marketing and Chief of staff who joined Park Place in 2022. Her regular visits to the UK offices since she joined served to provide a strong example to female Park Place employees of the Company's global female senior leadership and inspire our UK sales team. Another inspirational example of female leaders progressing their careers at Park Place is Stella May, who has recently been promoted to Chief Customer Experience Officer (CXO). Stella has worked at Park Place for 18 years, starting as a Staff Accountant. Her career in Park Place has been on a consistently upward trajectory, which sets a stellar model to our female employees of what career progression can look like.

Policies and Benefits

In anticipation of the impending changes to flexible working legislation in the UK, since the government has issued further guidance, we have taken the opportunity to further review and update our UK flexible working policy, in addition to providing managers with training on this. Based on a 2023 analysis by the Trade Union Congress in the UK, women are statistically more likely to suffer a detriment to their career progression and earning potential as a result of caregiving responsibilities. This means flexibility at all levels is essential in order for women to progress in their careers and enter roles commanding higher salaries.

In a male-dominated industry such as IT, it is easy to listen to feedback from employees and candidates on benefits that are most attractive and beneficial to them and end up with a portfolio of benefits that are weighted heavily in favour of the males asking for them. Park Place is conscious of this bias and works to actively include benefits that are equally attractive to and benefit everyone. The introduction of benefits such as group income protection insurance, gym membership discounts and enhancements to current benefits such as the major upgrade to the health and wellbeing app available to all employees are equally attractive and beneficial regardless of gender. In 2023, we introduced the addition of a Menopause and Women's Health Support App to our private medical insurance package, which serves to attract and retain more female candidates and employees.

Culture

At Park Place, we recognise that building a culture in which women feel comfortable and encouraged is essential to attracting and developing women into better-paid positions and retaining them in these roles. Our PPT Social Circle is a group of employees whose goal is to organise social events and activities, in order to establish a high performing, collaborative, and engaging culture, promoting cross-department collaboration. The social circle is comprised of a diverse group of employees, this enables the team to organise events and activities that are inclusive and exciting to take part in.

In 2023, our Marketing Team hosted a series of Podcasts with our senior female leaders in celebration of Women's History Month, which was available to all our employees on Park Place's daily news website 'WIRED'. We also recently celebrated International Women's Day and special treats were organised in each office to embrace equity and celebrate women's achievements. Our intranet also features a monthly series of articles profiling female employees, spotlighting career pathing and personal development.

In March 2024, Park Place launched a global Women in Tech group, designed to offer support, career advice and social connections to our employees.

Directly Addressing Pay Disparity

In 2023, we have partnered with a leading compensation consulting firm that specialises in compensation strategy and policy development, as well as internal pay equity analysis, to commence a global review of our roles and help us develop pay structures that are internally fair and externally competitive. This job-mapping exercise initiated the creation of pay bands according to role and geography, which provides a new tool for ensuring fair and equitable compensation internally.

In our previous reports, we explained how we are directly addressing pay disparity through our annual salary audit and merit process in order to bridge the gap between male and female salaries. This process has continued and directly addressed some of the differences in salaries that were inherited from acquired companies.

As a follow-up to this exercise, and in parallel to the introduction of these new pay bands, continued salary benchmarking exercises are conducted to assess market rates for various roles. These spot checks help us identify and rectify and gender-based pay discrepancies that may exist in the organisation, specifically following our major cycles for pay increases or promotions. Large merit increases are evaluated by role to maintain equity and prevent the introduction of new disparities.

Training and Awareness

In 2023, we have partnered with Lewis Silkin to provide a series of training courses to our UK leaders that was specifically tailored for Park Place, to raise awareness of the importance of creating a more inclusive workplace, and a culture that allows all individuals to bring their full selves to work. The training prompts leaders to consider the consequences of their decisions and actions on different groups of employees including women and minority groups.