

# Gender Pay Gap Report 2024

Prepay  
Power

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Registered Office:  
Paramount Court, Corrig Road, Sandyford  
Industrial Estate, Dublin 18, D18 R9C7  
Company Registered in Ireland Number:  
467144

## What is the Gender Pay Gap and why is it important?

Gender pay gap is the difference between the average earnings of males and females, expressed relative to male earnings. The legislation requires organisations to report on;

- The difference between the mean and median hourly pay of male and female employees
- The difference between the mean and median bonus pay of male and female employees
- The difference between the mean and median hourly pay of part-time and temporary male and female employees
- The percentage of male and female employees who received bonuses and benefits in kind
- The percentage of male and female employees in four quartile pay bands

## How is 'Equal Pay' different?

The gender pay gap should not be confused with equal pay, which requires organisations to pay males and females equally for performing the same / similar work or work of equal value.

Gender pay gap reporting is important as part of a wider strategy within Yuno Ltd to address female participation rates and employment gaps between gender, and we are fully committed to the Employment Equality Acts 1998-2015.

*Our report is based on a snapshot date of the 30<sup>th</sup> June 2024.*

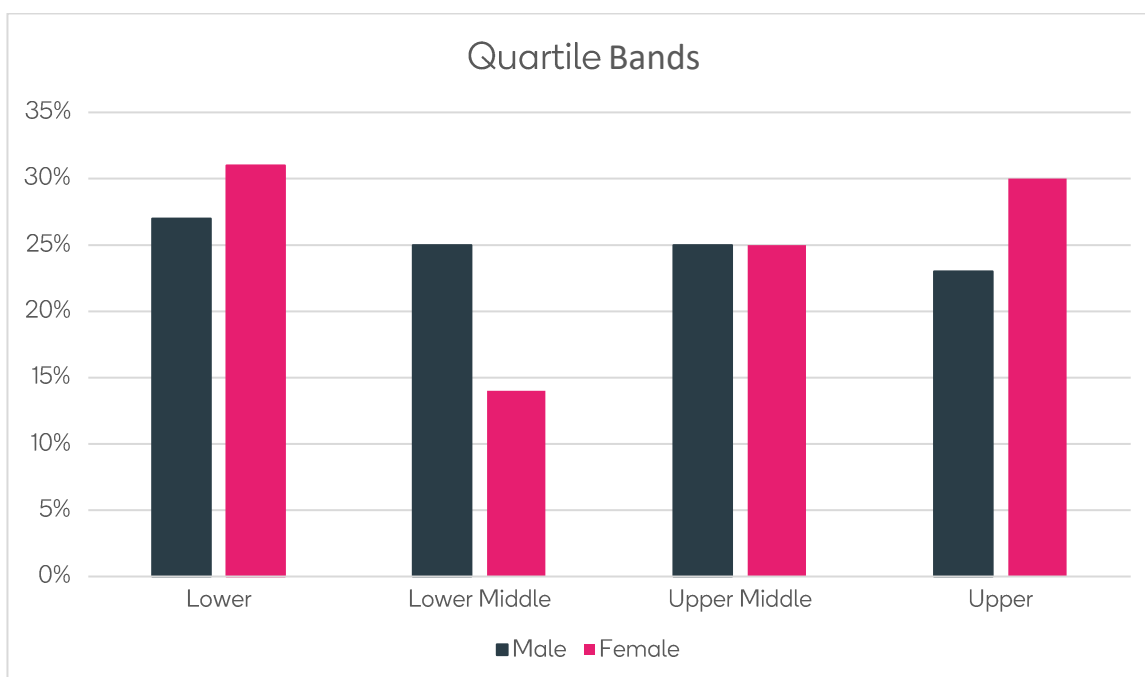
We understand that our people are what makes our success what it is today, and together we can grow and strengthen the qualities that define our environment.

Through the Great Places to Work network, we have been able to listen to our people and gain invaluable feedback. With regards to our inclusiveness and diversity, we are proud that our people have always scored us highly in this area, with over 90% of employees expressing this, and we will continue to focus on this in 2025 and beyond.



## Report findings

| Reporting Criteria                          | 2024  |        | 2023  |        |
|---|-------|--------|-------|--------|
|   | Mean  | Median | Mean  | Median |
| Hourly pay gap: all employees               | -6.5% | -4.7%  | -7.8% | -6.2%  |
| Hourly pay gap: part-time employees         | -61.5 | -8     | 0%    | 0%     |
| Hourly pay gap: employees on temp contracts | -2.5  | -20.0  | n/a   | n/a    |
| Bonus pay gap                               | 10.2% | 25.2%  | 2.0%  | 21.2%  |
|   | Male  | Female | Male  | Female |
| Bonus recipients                            | 90.4% | 90.1%  | 89.2% | 93.4%  |
| Benefit in Kind recipients                  | 2.4%  | 2.6%   | 1.6%  | 2.5%   |
| Quartile Bands                              | Male  | Female | Male  | Female |
| Lower                                       | 23%   | 30%    | 23%   | 31%    |
| Lower Middle                                | 29%   | 16%    | 29%   | 15%    |
| Upper Middle                                | 25%   | 25%    | 26%   | 21%    |
| Upper                                       | 23%   | 29%    | 22%   | 32%    |



## Get in Touch

If you have any queries regarding our policies, please get in touch:

Email us: [hr@prepaypower.ie](mailto:hr@prepaypower.ie)

Write to us: PrepayPower, Paramount Court, Corrig Road,  
Sandyford, Dublin 18, D18 R9C7

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