

Greenergy International

Gender pay gap reporting

April 2018

Background

- » Companies with more than 250 employees (as defined by PAYE groups) have a duty to report their Gender Pay Gap to the Govt and publish it on their website by 5th April 2018.
- » Figures are based on a snapshot of ordinary pay on 5th April 2017, and full year of bonus payments for tax year 2016/17
- » Includes GRINT, Greenergy Terminals and Greenergy Biofuels Immingham
- » Does not include Flexigrid (reported separately) or Greenergy Biofuels Teesside as they have less than 250 employees

Pay gap between male and female employees

	Mean	Median
Basic Pay	21.5%	19.0%
Bonus	32.8%	8.6%

Proportion of males and females in each pay quartile

Quartiles 2017	Female	Male
Upper	13.6%	86.4%
Upper Middle	17.9%	82.1%
Lower Middle	32.8%	67.2%
Lower	34.8%	65.2%
Total	25%	75%

Proportion of males and females receiving a bonus payment

	Bonus
Female	96.6%
Male	95.2%

Mean overall pay gap between male and female employees across all Greenergy UK Companies

	Year ending 2016	Year ending 2017
Combined basic and bonus pay	9%	6%