

## Greenergy Flexigrid

# Gender pay gap reporting

April 2018

### Background

- » Companies with more than 250 employees (as defined by PAYE group) 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

### Pay gap between male and female employees

	Mean	Median
Basic Pay	<b>28.9%</b>	<b>29.3%</b>
Bonus	<b>-257.1%</b>	<b>-179.0%</b>

### Proportion of males and females in each pay quartile

Quartiles 2017	Female	Male
Upper	<b>1.3%</b>	<b>98.7%</b>
Upper Middle	<b>0.0%</b>	<b>100.0%</b>
Lower Middle	<b>0.0%</b>	<b>100.0%</b>
Lower	<b>11.4%</b>	<b>88.6%</b>
Total	<b>3%</b>	<b>97%</b>

### Proportion of males and females receiving a bonus payment

	Bonus
Female	<b>100.0%</b>
Male	<b>65.3%</b>

### 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	<b>9%</b>	<b>6%</b>