

Greenergy International Ltd

Gender pay gap reporting

April 2024

Background

- » Companies with more than 250 employees (as defined by PAYE groups) have a duty to report their gender pay gap to the government and publish it on their website by 4 April 2024.
- » Figures are based on a snapshot of ordinary pay on 5 April 2023, and full year of bonus payments for tax year 2023/24.
- » Includes Greenergy International, Greenergy Terminals and Greenergy Biofuels Immingham.
- » Does not include Flexigrid (reported separately) or Greenergy Biofuels Teesside (they have less than 250 employees on a separate PAYE group).

Pay gap between male and female employees

(2022/23 figures in brackets)

	Mean		Median	
Basic pay	28.8%	(21.9%)	35.1%	(24.4%)
Bonus	51.4%	(23.0%)	-2.8%	(-8.1%)

Proportion of males and females in each pay quartile

(2022/23 figures in brackets)

	Female		Male	
Upper	21.1%	(19.6%)	78.9%	(80.4%)
Upper middle	26.6%	(26.9%)	73.4%	(73.1%)
Lower middle	34.4%	(28.6%)	65.6%	(74.1%)
Lower	52.6%	(49.5%)	47.4%	(50.5%)
Total	33.7%	(31.2%)	66.3%	(68.8%)

Proportion of males and females receiving a bonus payment

(2022/23 figures in brackets)

	Bonus	
Female	98.2%	(87.0%)
Male	97.1%	(87.8%)