

Greenergy Flexigrid

Gender pay gap reporting

April 2019

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 2019
- » Figures are based on a snapshot of ordinary pay on 5th April 2018, and full year of bonus payments for tax year 2017/18

Pay gap between male and female employees

	Mean	Median
Basic Pay	28.1% (2018: 28.9%)	33.7% (2018: 29.3%)
Bonus	-29.5% (2018: -257.1%)	-14.6% (2018: -179.0%)

Proportion of males and females in each pay quartile

Quartiles 2018	Female	Male
Upper	1.0% (2018: 1.3%)	99.0% (2018: 98.7%)
Upper Middle	0.0% (2018: 0.0%)	100% (2018: 100%)
Lower Middle	2.1% (2018: 0.0%)	97.9% (2018: 100%)
Lower	11.3% (2018: 11.4%)	88.7% (2018: 88.6%)
Total	3.7% (2018: 3.2%)	96.3% (2018: 96.8%)

Proportion of males and females receiving a bonus payment

	Bonus
Female	83.3% (2018: 100.0%)
Male	75.2% (2018: 65.3%)

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

	Year ending 2016	Year ending 2017	Year ending 2018
Combined basic and bonus pay	9%	6%	9%