

Greenergy International Gender pay gap reporting

April 2025

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 2025.
- » Figures are based on a snapshot of ordinary pay on 5 April 2024, and full year of bonus payments for tax year 2023/24.

Pay gap between male and female employees

	Mean	Median
Basic pay	34.7%	26.6%
Bonus	70.6%	8.9%

Proportion of males and females in each pay quartile

	Female	Male
Upper	21.2%	78.8%
Upper middle	33.9%	66.1%
Lower middle	48.9%	51.1%
Lower	49.3%	50.7%
Total	36.5%	63.5%

Proportion of males and females receiving a bonus payment

	Bonus
Female	91.3%
Male	81.9%