

Greenergy Flexigrid Limited Gender pay gap reporting

April 2026

Background

- » Companies with more than 250 employees (as defined by PAYE group) have a duty to report their gender pay gap to the government and publish it on their website by 4 April 2026.
- » Figures are based on a snapshot of ordinary pay on 5 April 2025, and full year of bonus payments for tax year 2024/25.

Pay gap between male and female employees

(2024/25 figures in brackets)

	Mean	Median
Basic pay	37.8% (60.7%)	44% (78.6%)
Bonus	-23.8% (-30.6%)	-18.6% (-20.7%)

Proportion of males and females in each pay quartiles

(2024/25 figures in brackets)

	Female	Male
Upper	1.7% (1.8%)	98.3% (98.2%)
Upper middle	0.0% (0.0%)	100% (100%)
Lower middle	1.7% (1.8%)	98.3% (98.2%)
Lower	14.9% (16.8%)	85.1% (83.2%)
Total	4.6% (5.1%)	95.4% (94.9%)

Proportion of males and females receiving a bonus payment

(2024/25 figures in brackets)

	Bonus
Female	90.9% (90.6%)
Male	97.6% (96.9%)