

Greenergy Flexigrid Gender pay gap reporting

April 2023

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 2023.
- » Figures are based on a snapshot of ordinary pay on 5 April 2022, and full year of bonus payments for tax year 2022/23.

Pay gap between male and female employees

(2021/22 figures in brackets)

	Mean		Median	
Basic pay	75.7%	(14.4%)	52.5%	(14.6%)
Bonus	- 103.4%	(-82.4%)	- 58.5%	(-70.3%)

Proportion of males and females in each pay quartiles

(2021/22 figures in brackets)

	Female		Male	
Upper	1.5%	(2.7%)	98.5%	(97.3%)
Upper middle	0.8%	(2.7%)	99.2%	(97.3%)
Lower middle	1.5%	(3.6%)	98.5%	(96.4%)
Lower	19.7%	(11.6%)	80.3%	(88.4%)
Total	5.9%	(5.1%)	94.1%	(94.9%)

Proportion of males and females receiving a bonus payment

(2021/22 figures in brackets)

	Bonus	
Female	100%	(100%)
Male	91.4%	(99.3%)

Notes

- The number of employees increased by 80 year-on-year, with almost all of these new recruits being male drivers.
- Only 6% of the overall workforce are female, and of the 600 drivers we currently employ, only 2 are female which is consistent with the male/female imbalance of LGV C+E drivers in the UK.
- Due to driver shortages in the UK, an above inflation pay deal was agreed for the driver workforce, widening the gap compared to non driver employees.
- A shift pattern change from 45 hours per week to 39.4 hours per week was also introduced for around 30% of the driver workforce.