

## Greenergy International Gender pay gap reporting

April 2023

### 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 2023.
- » Figures are based on a snapshot of ordinary pay on 5 April 2022, and full year of bonus payments for tax year 2021/22.
- » Includes Greenergy International, Greenergy Terminals and Greenergy Biofuels Immingham.
- » Does not include Flexigrind (reported separately) or Greenergy Biofuels Teesside (they have less than 250 employees on a separate PAYE group).

### Pay gap between male and female employees

(2021/22 figures in brackets)

	Mean		Median	
Basic pay	<b>21.9%</b>	(29.2%)	<b>24.4%</b>	(24.6%)
Bonus	<b>23.0%</b>	(42.6%)	<b>-8.1%</b>	(2.4%)

### Proportion of males and females in each pay quartile

(2021/22 figures in brackets)

	Female		Male	
Upper	<b>19.6%</b>	(19.6%)	<b>80.4%</b>	(80.4%)
Upper middle	<b>26.9%</b>	(27.2%)	<b>73.1%</b>	(72.8%)
Lower middle	<b>28.6%</b>	(25.0%)	<b>74.1%</b>	(75.0%)
Lower	<b>49.5%</b>	(45.7%)	<b>50.5%</b>	(54.3%)
<b>Total</b>	<b>31.2%</b>	(31.5%)	<b>68.8%</b>	(68.5%)

### Proportion of males and females receiving a bonus payment

(2021/22 figures in brackets)

	Bonus	
Female	<b>87.0%</b>	(100%)
Male	<b>87.8%</b>	(95.5%)