

Greenergy Flexigrid Gender Pay Gap Reporting

October 2021

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 5 October 2021.
- » Figures are based on a snapshot of ordinary pay on 30 March 2020, and full year of bonus payments for tax year 2020/21

Pay Gap between Male and Female Employees

	Mean	Median
Basic Pay	30.0% (2019: 34.5%)	46.1% (2019: 47.5%)
Bonus	-50.1% (2019: -34.9%)	-33.3% (2019: -23.9%)

Proportion of Males and Females in each pay quartile

Quartiles 2019	Female	Male
Upper	0.7% (2019: 0.8%)	99.3% (2019: 99.2%)
Upper Middle	2.9% (2019: 0.0%)	97.1% (2019: 100%)
Lower Middle	2.2% (2019: 2.4%)	97.8% (2019: 97.6%)
Lower	10.9% (2019: 16.1%)	89.1% (2019: 83.9%)
Total	4.2% (2019: 3.7%)	95.8% (2019: 96.3%)

Proportion of Males and Females receiving a bonus payment

	Bonus
Female	95.7% (2019: 87.5%)
Male	92.4% (2019: 74.5%)