

Greenergy International Gender Pay Gap Reporting

October 2021

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 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
- » Includes Greenergy International Ltd, Greenergy Terminals Ltd and Greenergy Biofuels Immingham Ltd only
- » Greenergy Flexigrid is reported separately and other entities within the group have less than 250 employees, below the threshold for reporting.

Pay Gap between Male and Female Employees

	Mean	Median
Basic Pay	21.6% (2019: 15.2%)	30.2% (2019: 20.1%)
Bonus	66.4% (2019: 54.2%)	1.8% (2019: 27.1%)

Proportion of Males and Females in each pay quartile

Quartiles 2019	Female	Male
Upper	18.7% (2019: 19.7%)	81.3% (2019: 80.3%)
Upper Middle	28.6% (2019: 23.7%)	71.4% (2019: 76.3%)
Lower Middle	27.2% (2019: 21.1%)	72.8% (2019: 78.9%)
Lower	50.5% (2019: 48.7%)	49.5% (2019: 51.3%)
Total	31.2% (2019: 28.3%)	68.8% (2019: 71.7%)

Proportion of Males and Females receiving a bonus payment

	Bonus
Female	98.1% (2019: 97.3%)
Male	95.4% (2019: 97.8%)