

Greenergy Flexigrid Gender Pay Gap Reporting

April 2022

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 5th April 2022.
- » Figures are based on a snapshot of ordinary pay on 5th March 2021, and full year of bonus payments for tax year 2021/22

Pay Gap between Male and Female Employees

(2020/21 figures in brackets)

	Mean		Median	
Basic Pay	14.4%	(21.6%)	14.6%	(46.1%)
Bonus	- 82.4%	(-50.1%)	70.3%	(-33.3%)

Proportion of Males and Females in each pay quartiles

(2020/21 figures in brackets)

	Female		Male	
Upper	2.7%	(0.7%)	97.3%	(99..3%)
Upper Middle	2.7%	(2.9%)	97.3%	(97.1%)
Lower Middle	3.6%	(2.2%)	96.4%	(97..8%)
Lower	11.6%	(10.9%)	88.4%	(89.1%)
Total	5.1%	(4.2%)	94.9%	(95.8%)

Proportion of Males and Females receiving a bonus payment

(2020/21 figures in brackets)

	Bonus	
Female	100%	(95.7%)
Male	99.3%	(92.4%)