

Greenergy International

Gender pay gap reporting

April 2019

Background

- » Companies with more than 250 employees (as defined by PAYE groups) have a duty to report their Gender Pay Gap to the Govt and publish it on their website by 5th April 2019
- » Figures are based on a snapshot of ordinary pay on 5th April 2018, and full year of bonus payments for tax year 2017/18
- » Includes GRINT, Greenergy Terminals and Greenergy Biofuels Immingham
- » Does not include Flexigrid (reported separately) or Greenergy Biofuels Teesside as they have less than 250 employees

Pay gap between male and female employees

	Mean	Median
Basic Pay	31.1% (2018: 21.5%)	23.4% (2018: 19.0%)
Bonus	10.4% (2018: 32.8%)	21.6% (2018: 8.6%)

Proportion of males and females in each pay quartile

Quartiles 2018	Female	Male
Upper	15.1% (2018: 13.6%)	84.9% (2018: 86.4%)
Upper Middle	26.0% (2018: 17.9%)	74.0% (2018: 82.1%)
Lower Middle	31.5% (2018: 32.8%)	68.5% (2018: 67.2%)
Lower	15.1% (2018: 34.8%)	84.9% (2018: 65.2%)
Total	28% (2018: 25%)	92% (2018: 75%)

Proportion of males and females receiving a bonus payment

	Bonus
Female	100% (2018: 96.6%)
Male	100% (2018: 95.2%)

Mean overall pay gap between male and female employees across all Greenergy UK Companies

	Year ending 2016	Year ending 2017	Year ending 2018
Combined basic and bonus pay	9%	6%	9%