

Greenergy International Gender Pay Gap Reporting

April 2022

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 5th April 2022.
- » Figures are based on a snapshot of ordinary pay on 5th April 2021, and full year of bonus payments for tax year 2021/22
- » Includes Greenergy Interantional, Greenergy Terminals and Greenergy Biofuels Immingham
- » Does not include Greenergy Flexigrid (reported separately) or Greenergy Biofuels Teesside and Morzine as they have less than 250 employees

Pay Gap between Male and Female Employees

(2020/21 figures in brackets)

	Mean		Median	
Basic Pay	29.2%	(21.6%)	24.6%	(30.21%)
Bonus	42.6%	(54.2%)	2.4%	(1.8%)

Proportion of Males and Females in each pay quartiles

(2020/21 figures in brackets)

	Female		Male	
Upper	19.6%	(18.7%)	80.4%	(81.3%)
Upper Middle	27.2%	(28.6%)	72.8%	(71.4%)
Lower Middle	25.0%	(27.2%)	75.0%	(72.8%)
Lower	45.7%	(50.5%)	54.3%	(49.5%)
Total	31.5%	(28.3%)	68.5%	(71.7%)

Proportion of Males and Females receiving a bonus payment

(2020/21 figures in brackets)

	Bonus	
Female	100%	(98.1%)
Male	95.5%	(95.4%)