

Greenergy Flexigrid

Gender pay gap reporting

April 2018

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 5th April 2018.
- » Figures are based on a snapshot of ordinary pay on 5th April 2017, and full year of bonus payments for tax year 2016/17

Pay gap between male and female employees

	Mean	Median
Basic Pay	28.9%	29.3%
Bonus	-257.1%	-179.0%

Proportion of males and females in each pay quartile

Quartiles 2017	Female	Male
Upper	1.3%	98.7%
Upper Middle	0.0%	100.0%
Lower Middle	0.0%	100.0%
Lower	11.4%	88.6%
Total	3%	97%

Proportion of males and females receiving a bonus payment

	Bonus
Female	100.0%
Male	65.3%

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

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