

## Greenergy International

# Gender pay gap reporting

April 2018

### 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 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
- » 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	<b>21.5%</b>	<b>19.0%</b>
Bonus	<b>32.8%</b>	<b>8.6%</b>

### Proportion of males and females in each pay quartile

Quartiles 2017	Female	Male
Upper	<b>13.6%</b>	<b>86.4%</b>
Upper Middle	<b>17.9%</b>	<b>82.1%</b>
Lower Middle	<b>32.8%</b>	<b>67.2%</b>
Lower	<b>34.8%</b>	<b>65.2%</b>
Total	<b>25%</b>	<b>75%</b>

### Proportion of males and females receiving a bonus payment

	Bonus
Female	<b>96.6%</b>
Male	<b>95.2%</b>

### 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	<b>9%</b>	<b>6%</b>