

Greenergy Flexigrid Ltd

Gender pay gap reporting

April 2024

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 4th April 2025.
- » Figures are based on a snapshot of ordinary pay on 5th April 2024, and full year of bonus payments for tax year 2023/24.

Pay gap between male and female employees

(2023/24 figures in brackets)

| | Mean | | Median | |
|-----------|---------------|----------|---------------|----------|
| Basic pay | 60.7% | (57.6%) | 78.6% | (77.2%) |
| Bonus | -30.6% | (-30.5%) | -20.7% | (-18.5%) |

Proportion of males and females in each pay quartiles

(2023/24 figures in brackets)

| | Female | | Male | |
|--------------|--------------|---------|--------------|---------|
| Upper | 1.8% | (0.6%) | 98.2% | (99.4%) |
| Upper middle | 0.0% | (2.6%) | 100% | (97.4%) |
| Lower middle | 1.8% | (0.0%) | 98.2% | (100%) |
| Lower | 16.8% | (18.8%) | 83.3% | (83.2%) |
| Total | 5.1% | (5.5%) | 94.9% | (94.5%) |

Proportion of males and females receiving a bonus payment

(2023/24 figures in brackets)

| | Bonus | |
|--------|--------------|---------|
| Female | 90.6% | (93.3%) |
| Male | 96.9% | (97.0%) |