

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

Pay gap between male and female employees

(2022/23 figures in brackets)

	Mean	Median
Basic pay	57.6% (75.7%)	77.2% (52.5%)
Bonus	-30.5% (-103.4%)	-18.5% (-58.5%)

Proportion of males and females in each pay quartiles

(2022/23 figures in brackets)

	Female	Male
Upper	0.6% (1.5%)	99.4% (98.5%)
Upper middle	2.6% (0.8%)	97.4% (97.3%)
Lower middle	0.0% (1.5%)	100.0% (98.5%)
Lower	18.8% (19.7%)	81.2% (80.3%)
Total	5.5% (5.9%)	94.5% (94.1%)

Proportion of males and females receiving a bonus payment

(2022/23 figures in brackets)

	Bonus
Female	93.3% (100%)
Male	97.0% (91.4%)