

Myenergi Ltd Gender Pay Gap Report - 2023

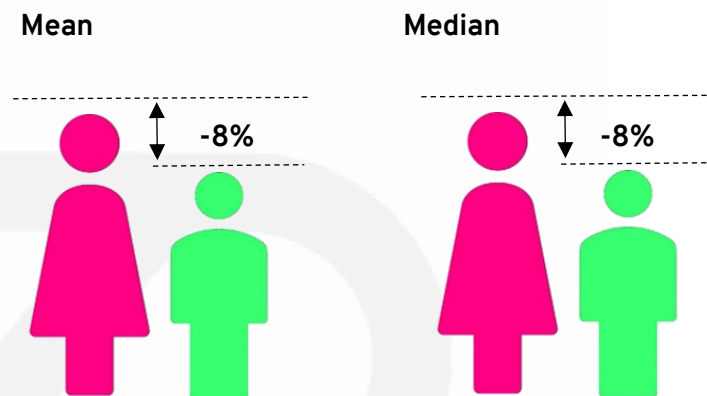
This is our annual gender pay gap report for the snapshot date of 5 April 2022.

What it's the gender pay gap and how is it calculated?

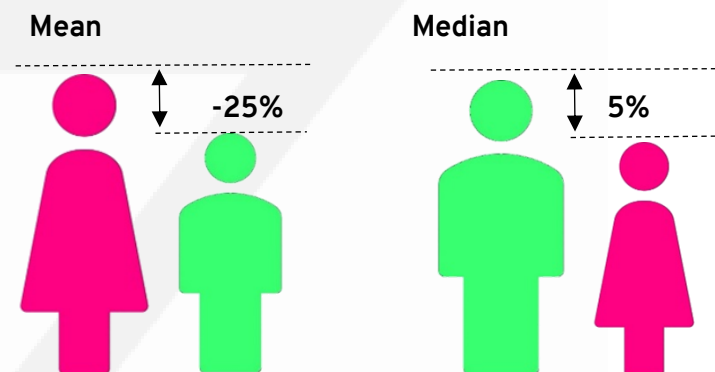
In 2018, gender pay gap reporting became a legal requirement for all companies with over 250 employees. The gender pay gap is the difference in the average pay between men and women and is expressed as a percentage. It is calculated by working out the difference between the average pay of all male employees and the average pay of all female employees in the organisation. A negative pay gap figure would mean that the average pay of men is lower than the average pay of women.

Gender pay gap.

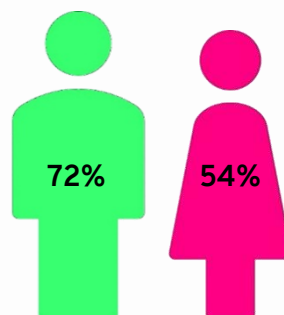
Basic Pay - the difference in average pay between men & women



Bonuses - the difference in average bonus paid between men & women who received a bonus

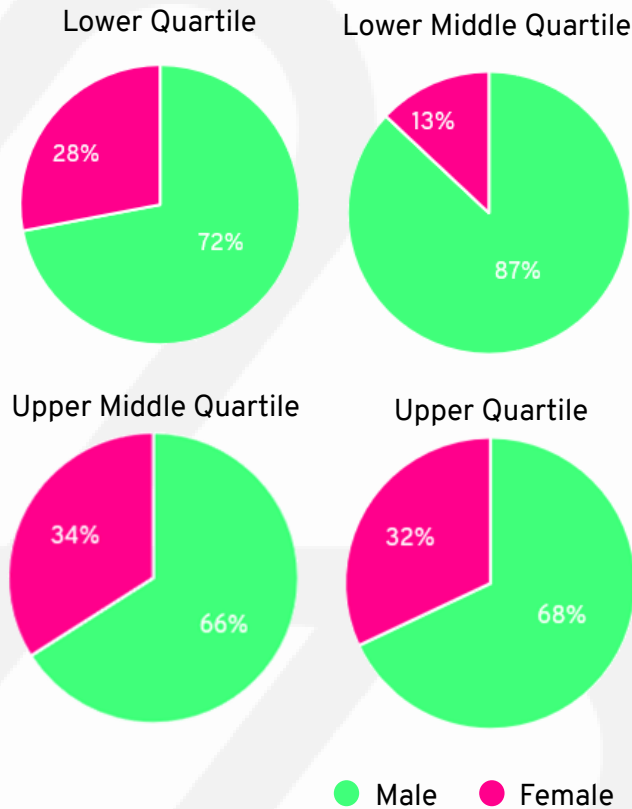


The proportion of employees receiving a bonus payment



Pay quartiles by gender.

The below graphs show our workforce divided into four equal-sized groups based on hourly pay rate. The lower quartile includes the lowest-paid 25% of employees and the upper quartile covers the highest-paid 25%.



What is included in each quartile?

Lower - All employees whose standard hourly rate is within the lower quartile.

Lower Middle - All employees whose standard hourly rate is more than the lower quartile but the same or less than the median

Upper Middle - All employees whose standard hourly rate is more than the median but the same or less than the upper quartile

Upper - All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- The same or broadly similar work.
- Work rated as equivalent under a job evaluation scheme; or
- Work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- Conduct regular pay and benefits audits.
- Evaluate job roles and pay grades to ensure fairness.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because there is a disproportionate distribution of women across the organisation. The majority of our

employees at our Stallingborough Offices are employed in more senior roles and therefore on average earn a higher rate of pay than those based at our Grimsby Production site. As a higher proportion of women are based at our Stallingborough HQ (in office based roles) than at our Grimsby Production Site, this explains why both the mean and median pay gap is 8% in favour of females.

72% of males receive bonus pay, compared to 54% of females. The disproportionate distribution of males receiving bonus pay is due to the higher proportion of males being weekly paid, the vast majority of which receive a production bonus, which is not the case for salaried employees. This distribution accounts for the differential in both the mean and median gender bonus pay gap. The differential in mean gender bonus pay is due to eligible salaried bonus payments generally being higher than bonuses paid for eligible weekly production employees. Therefore the higher percentage of males in the latter category explains the significant fluctuation in median gender bonus pay.

What are we doing to address our gender pay gap?

- Building a diverse and inclusive workforce is a top priority for myenergi, and we are ensuring the fairness and equality of recruitment.
- Reviewing talent, progression and career paths – working towards a more balanced gender representation across the grades through promoting developmental or talent opportunities and mentoring schemes;
- Putting in place fair, consistent and inclusive working models supported by flexible working policies, shared parental leave and providing increased entitlements for both paternity and maternity leave/pay to support a successful work/life balance; and
- Building an inclusive culture – ensuring that inclusion and tackling ‘disparities’ is a central part of everything we do.

I, Lee Sutton, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed 

Date 03-Apr-2023