

infinis



## Gender Pay Report for Infinis Energy Services



# gender pay reporting

**Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.**

- The Infinis mean gender pay gap is 7.5%
- The Infinis median gender pay gap is 5.3%
- The Infinis mean bonus gender pay gap is 37.8%
- The Infinis median bonus gender pay gap is 36.6%
- The proportion of males receiving a bonus payment is 86.6%, the proportion of females receiving a bonus payment is 85.3%

This is the report for the snapshot date of 5th April 2020



# pay quartiles by gender

		2020	2019
<b>Infinis gender profile</b>			
Full Pay Relevant employees as per GPR definition			
Upper Quartile	Male	88.7%	90.6%
	Female	11.3%	9.4%
Upper middle quartile	Male	82.6%	88.2%
	Female	17.4%	11.8%
Lower middle quartile	Male	91.3%	93.5%
	Female	8.7%	6.5%
Lower quartile	Male	98.5%	98.7%
	Female	1.5%	1.3%
	Male	80.9%	81.8%
	Female	19.1%	18.2%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



# what are the underlying causes of Infinis's gender pay gap?

## Under the law, 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.

Infinis is committed to the principle of 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. Our Equality, Diversity and Inclusion Policy reinforces the commitment to both the legal, moral and ethical requirements to treat people consistently. In recent years, we have also undertaken thorough training for managers in this area.

Infinis is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work,

but is driven largely by an under representation of female employees in the business, particularly in the upper middle quartile, which would include the majority of our Operational managers (where there is virtually zero female representation), contrasted with a relatively high proportion of females in the lower quartile, reflecting more lower paid administrative roles





# how does Infinis's gender pay gap compare with that of other organisations?

**The Infinis gender pay gap has seen a drop of 2.6% to 7.5%, while more broadly the pay gap across the UK economy has dropped from 1.9% to 15.5% based on ONS / ASHE data.**

On a national level, with regard to full time professionals under 40, the gender pay gap has reduced to almost 0 - the ongoing pay gap is driven by the disproportionately high number of females in part time roles, and also a lower incidence of women moving into higher-paid managerial occupations after the age of 39 years.

The proportion of men at Infinis who received a bonus in the 12 months up to 5 April 2020 was 86.6%, while for women this was 85.3%. This reflects our culture where all staff are entitled to an appropriate bonus scheme. The differences remain attributable to issues around timing and eligibility for the particular reference period in question. While scheme metrics have changed with the 'Support Staff' scheme now paying up to 15% rather than 10%, the fact that this scheme remains typically populated by female

staff means that our mean and median gender bonus gaps remain relatively high, at 37.8% and 36.6% respectively.

The positive performance in our gender pay gap set against the previous year is reflective of a broader trend across engineering, as earlier efforts start to impact on the gender pay gap. Large organisations are welcoming higher numbers of female entrants to the sector, especially at apprentice level, where the impact of the apprentice levy and greater focus on gender pay has driven change. Focus in the sector appears to be increasingly on the retention of female employees and developing transparent pathways to senior roles. While progress is being made, it is recognised that pay equality between genders is some way off

**Our gender pay gap has reduced, both year on year, as well as against averages across UK industry**

# addressing the gender pay gap

We remain committed to continuing to address the gender pay gap. Our sustainability policy sets us stretching goals over a five year period, regarding the hiring of higher volumes of female employees, both in the business generally, and particularly in Senior Management and Board level positions. Change of this nature at senior level will undoubtedly positively impact our gender pay performance. This approach is underpinned by a revised recruitment policy demanding our recruitment supply chain commits to being able to evidence an increased focus and inclusion on female and BAME candidates against the backdrop of always appointing the right candidate for the role.

We will continue to commit to partnering with local communities to ensure that engineering and renewables are an attractive proposition for female talent - a schools partnership planned for early 2020 was cancelled due to the coronavirus pandemic, but plans have been developed for a similar exercise in Northampton, when circumstances allow.

We will continue our focus on succession planning and talent management, with a higher proportion of females in the talent pools, with a view to preparing all for increasingly senior roles, in a business that has historically promoted from within. Any further initiatives launched throughout the year will be reported on the company intranet.

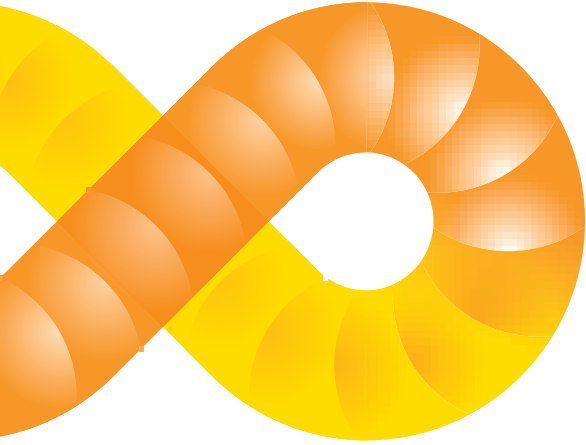
I, Shane Pickering, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed



Date  
31st March 2021





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