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# Gender Pay Report

Infinis Energy Services Limited

March 2022

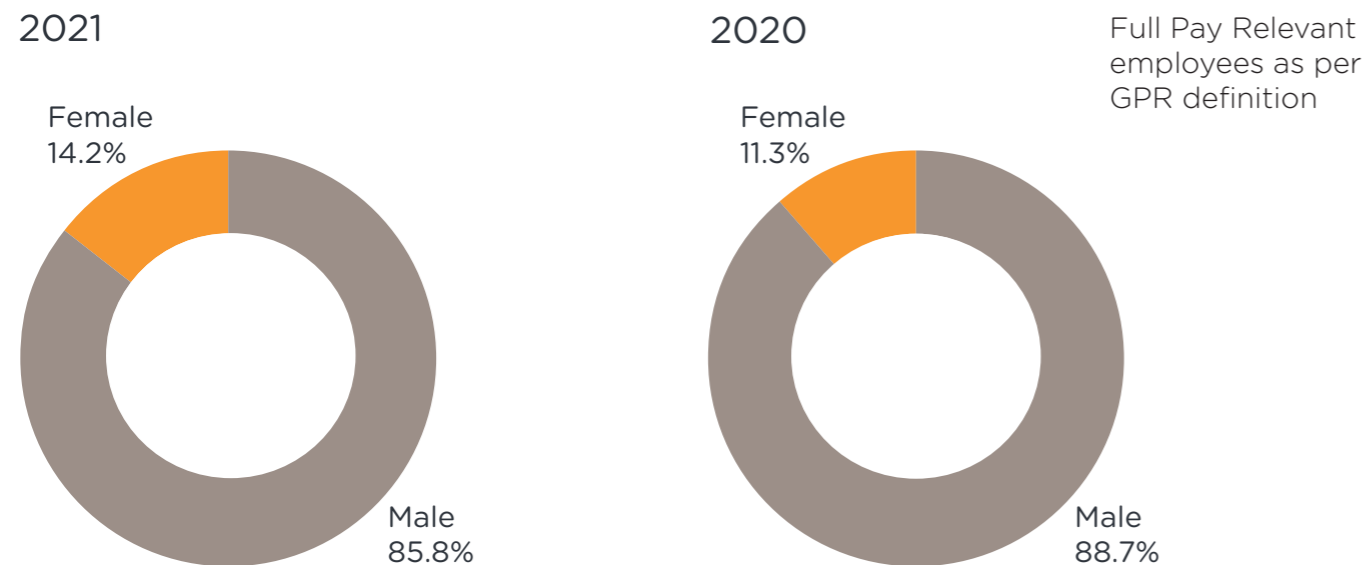
# introduction

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.

This is the report for the snapshot date of 5th April 2021.

Measure	2021
Infinis mean gender pay gap	4.0%
Infinis median gender pay gap	-7.3%
Infinis mean bonus gender pay gap	45.7%
Infinis median bonus gender pay gap	24.7%
Proportion of males receiving a bonus payment	87.9%
Proportion of females receiving a bonus payment	71.8%

# gender profile



# pay quartiles by gender

Pay quartile		2021	2020
Upper quartile	Male	80.6%	82.6%
	Female	19.4%	17.4%
Upper middle quartile	Male	88.1%	91.3%
	Female	11.9%	8.7%
Lower middle quartile	Male	95.5%	98.5%
	Female	4.5%	1.5%
Lower quartile	Male	79.1%	80.9%
	Female	20.9%	19.1%

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



# underlying causes of the 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.

Infinis' Equality, Diversity and Inclusion Policy reinforces the commitment to legal, moral and ethical requirements to treat people consistently. In recent years, the company has undertaken thorough training for managers in this area and is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work.

The key reason behind the gap is the under-representation of female employees in the business, particularly in the upper middle quartile (such as operations management).



# Infinis' gender pay gap comparisons

Infinis' gender pay gap has reduced by 3.5% to 4.0%, continuing the improving trend of recent years, while more broadly the pay gap across the UK economy has reduced to 15.4% based on provisional ONS/ASHE data.

During 2021, the UK furlough scheme was in place and as Infinis did not furlough any staff, it can be argued that the data represents a true reflection of the Infinis gender pay gap in the business.

During this period there was a continued year-on-year improvement in company gender pay performance, with an increased proportion of females in all pay quartiles.

Looking forward, the business aims to further increase numbers of female employees across all quartiles, in line with its sustainability goals.

At Infinis, all staff are entitled to join and receive a bonus scheme. In the 12 months to 5th April 2021, 87.9% of males received a bonus - while for women, this was 71.8%. This bonus payment differential is due to timing as and when individuals join the organisation and become eligible for their particular bonus scheme.

While Infinis has previously addressed imbalances between the Managers, Professionals and Support Staff schemes to ensure greater gender equity, the number of male staff in the top two quartiles means that the gender bonus gap remains high.



# addressing the gender pay gap

We remain committed towards continuing to address the gender pay gap. Our sustainability policy sets out stretching goals over a five-year period, with plans to hire more female employees both in the business generally, and particularly in senior management/Board level positions.

Our approach is underpinned by the hiring of an internal recruiter who will provide direct control of Infinis' recruitment processes, maintain recruitment policy compliance and broaden the focus of talent pools to ensure an inclusive approach to gender and ethnicity.

We also plan to recruit more females at entry level through apprenticeships and internships as well as building links with community education partners - inspiring young people to pursue a career and learn about the benefits of renewable energy.

At the other end of the scale, Infinis will work hard to boost the proportion of appropriately skilled female employees in more senior positions. This will be driven by a focus on succession planning and talent management - ensuring a healthy proportion of females in the talent pools and preparing them for increasingly senior roles.

Any further initiatives launched throughout the year will be reported on the company intranet.



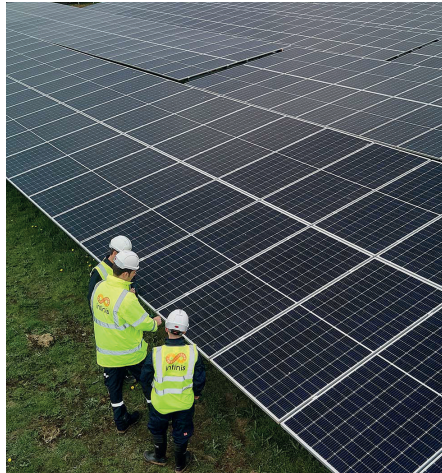
## statement

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

Signed

*S. Pickering*

Dated  
31 March 2022



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