

# GENDER PAY REPORT

Infinis Energy Services Limited  
March 2023

# introduction

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

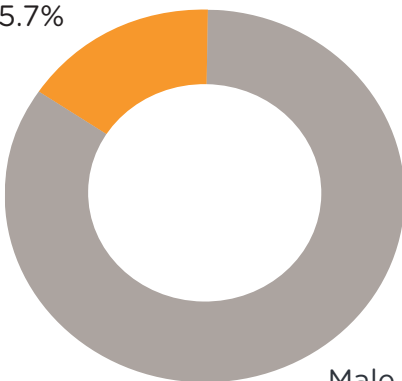
This is the report for the snapshot date of 5th April 2022.

Measure	2022
Infinis mean gender pay gap	7.4%
Infinis median gender pay gap	5.3%
Infinis mean bonus gender pay gap	30.1%
Infinis median bonus gender pay gap	9.5%
Proportion of males receiving a bonus payment	96.1%
Proportion of females receiving a bonus payment	86.4%

# gender profile

2022

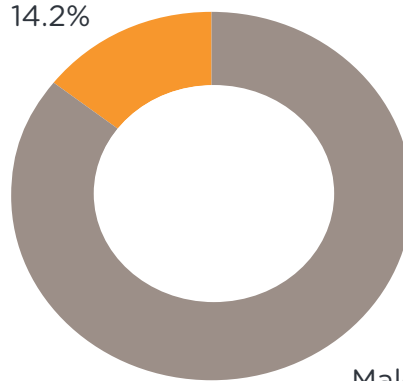
Female  
15.7%



Male  
84.3%

2021

Female  
14.2%



Male  
85.8%

Full Pay Relevant  
employees as per  
GPR definition

# pay quartiles by gender

Pay quartile		2022	2021
Upper quartile	Male	83.8%	80.6%
	Female	16.2%	19.4%
Upper middle quartile	Male	88.4%	88.1%
	Female	11.6%	11.9%
Lower middle quartile	Male	88.2%	95.5%
	Female	11.8%	4.5%
Lower quartile	Male	76.8%	79.1%
	Female	23.2%	20.9%

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.

The calculated gender pay variances continue to be a function of the lower representation of female employees in operational management roles.

This reflects the historical challenges of attracting females to operational roles within the Energy sector, a challenge the company is now pro-actively addressing.



# gender pay gap comparisons

Across society, the pay gap is now 14.9% (Office for National Statistics, Annual Survey of Hours and Earnings, October 2022). Infinis' gender pay gap is 7.4%.

The reported gender pay gap is driven by a larger gender imbalance in the lower and upper quartiles.

Future action will address the specific challenges in these areas, as well as across the employee base more generally, and will seek to continue the delivery of our objectives.

At Infinis, all staff are entitled to participate in a bonus scheme.

Since our last report, performance has improved on both mean and median metrics.

The bonus payment gap is merely a factor of timing (between the date of joining the organisation and completing probation and being eligible for the bonus scheme).





# addressing the gender pay gap

We remain committed to further reducing the gender pay gap within Infinis.

There is a commitment to significantly increase both the proportion of females in the organisation and also those in management and Board roles.

Continued progress is being made against our objectives, and we look forward to further progress over the coming years.

Our focus starts with recruitment; ensuring our recruitment partners are focused on identifying appropriate females.

All managers complete recruitment training, which includes specific training on unconscious bias.

We are committed to expanding our apprenticeship programme with a specific focus on identifying high potential apprentices, irrespective of their gender.



## statement

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

Signed

*S. Pickering*

Dated  
31 March 2023



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