



GENDER PAY REPORT

Infinis Energy Services Limited
March 2024

www.infinis.com



introduction

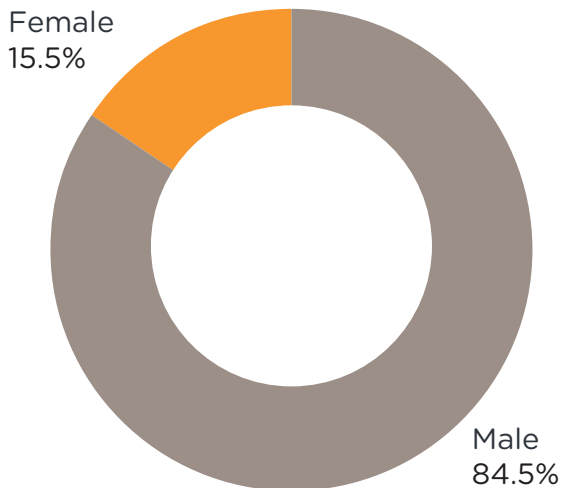
Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

This is the report for the snapshot date of 5th April 2023.

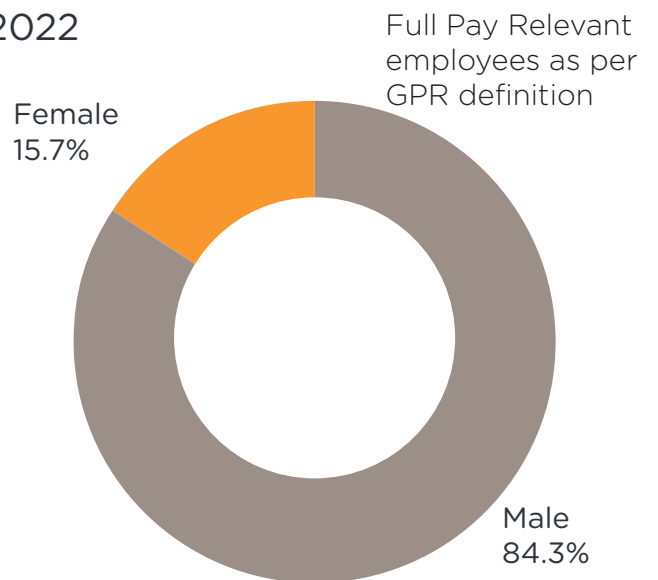
Measure	2023
Infinis mean gender pay gap	4.4%
Infinis median gender pay gap	-6.1%
Infinis mean bonus gender pay gap	47.6%
Infinis median bonus gender pay gap	4.6%
Proportion of males receiving a bonus payment	91.1%
Proportion of females receiving a bonus payment	90.6%

gender profile

2023



2022



pay quartiles by gender

Pay quartile		2023	2022
Upper quartile	Male	79.2%	83.8%
	Female	20.8%	16.2%
Upper middle quartile	Male	88.9%	88.4%
	Female	11.1%	11.6%
Lower middle quartile	Male	90.2%	88.2%
	Female	9.8%	11.8%
Lower quartile	Male	79.2%	76.8%
	Female	20.8%	23.2%

The figures set out above have been calculated using the standard methodologies used in the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

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

This reflects the historical challenges of attracting females to operational roles within the Energy sector, a challenge the company is proactively progressing.



gender pay gap comparisons

Across society, the gender pay gap is now 14.3% (Office for National Statistics, Gender Pay Gap in the UK, November 2023).

The Infinis gender pay gap is a positive 4.4% which is driven by a larger gender imbalance in the lower middle and upper middle quartiles.

Going forward we will continue to focus on addressing any ongoing challenges aiming to improve and deliver on our sustainability objectives.



addressing the gender pay gap

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

Increasing diversity and proportion of females in the organisation including those in management and Board roles.

Our focus starts with recruitment; ensuring our recruitment partners are focused on increasing volumes of skilled and diverse candidates within the talent pool.

We will always select the best person for a given role, but by increasing the diversity of the talent pool, it allows the greatest opportunity to improve on these metrics

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

Our internal talent accelerator programs have a high proportion of female representation, a positive sign as we look to continue growing and developing our leaders for the future.

Our new look website reflects videos of Infinis employees talking about their roles.

This aims to inspire more diverse candidates to explore how Infinis can help them shape meaningful careers in the renewable sector.

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



statement

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

Signed

DocuSigned by:
Shane Pickering
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Dated
31 March 2024



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