



GENDER PAY REPORT

Infinis Energy Services Limited



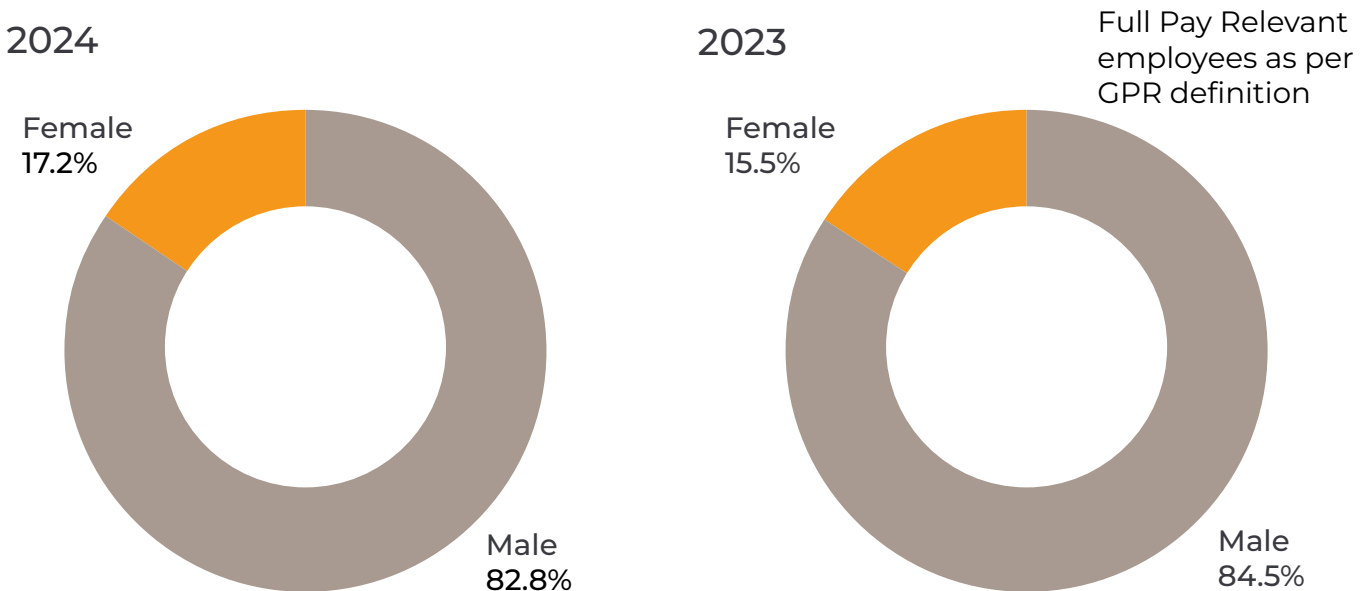
introduction

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 2024.

Measure	2024
Infinis mean gender pay gap	6.9%
Infinis median gender pay gap	2.9%
Infinis mean bonus gender pay gap	52%
Infinis median bonus gender pay gap	20.9%
Proportion of males receiving a bonus payment	89.7%
Proportion of females receiving a bonus payment	90.2%

gender profile



pay quartiles by gender

Pay quartile		2024	2023
Upper quartile	Male	83.3%	79.2%
	Female	16.7%	20.8%
Upper middle quartile	Male	84.9%	88.9%
	Female	15.1%	11.1%
Lower middle quartile	Male	90.4%	90.2%
	Female	9.6%	9.8%
Lower quartile	Male	72.2%	76.8%
	Female	27.8%	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.

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 commitment to appropriate levels of pay is further reinforced by the development of our Gender Equity Strategy.



gender pay gap comparisons

Across society, the gender pay gap now sits at 13.1% (Office for National Statistics, Gender Pay Gap in the UK, November 2024.).

The Infinis gender pay gap is 6.9%, which is driven by a large volume of females in the lower pay quartiles.

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



addressing the gender pay gap

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

We continue to increase the volumes of females in Board, management and more general positions.

Female representation within Infinis has now reached its highest level ever. Work continues to optimise the mix of genders at all levels of the organisation.

Our focus remains on recruitment. We will always select the best candidate for a given role, but by increasing the diversity and volumes of skilled female candidates of the talent pool, it allows the greatest opportunity to improve on these metrics

As more females join the business at junior levels, it becomes increasingly important to focus on both career pathways and measures to retain female talent.
Through our website

and other forms of communication we demonstrate career progression through role modelling, highlighting the opportunities that others have taken. This remains a key strand of our communication strategy both for existing and aspiring female employees.

Our website continues to attract and inspire more diverse candidates who are interested in exploring 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

Dated
31 March 2025



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