



Flow Energy Gender Pay Gap Report 2017

Flow Energy Limited is required by law to publish an annual gender pay gap report.

Overview

On 5 April 2017:

- The mean gender pay gap for Flow Energy is 10%.
- The median gender pay gap for Flow Energy is 5.2%.
- The mean gender bonus gap for Flow Energy is 12.4%.
- The median gender bonus gap for Flow Energy is -9.5%.
- The proportion of male employees in Flow Energy receiving a bonus is 94.3% and the proportion of female employees receiving a bonus is 92.2%.

Pay Quartiles by Gender

Pay quartiles by gender			
Band	Males	Females	Description
A	53.6%	46.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	34.5%	65.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	50.9%	49.10%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	51.8%	48.2%	Includes all employees whose standard hourly rate places them above the upper quartile

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 Flow Energy'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.

Flow Energy 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. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it carries out pay and benefits audits at regular intervals and evaluates job roles and pay grades as necessary to ensure a fair structure.

Flow Energy have Family Friendly policies in place and continue to offer flexible working to help everyone find the best life work balance for them.

Flow Energy encourages the development and career progression of all staff with policies and practices which are fair, consistently applied and based on ability. The overall gender pay gap arises as most senior managers are male. There are a significant number of females in junior management roles within the business with their future development being supported by career development paths.

I, Nigel Canham, Group CFO, confirm that the information in this statement is accurate.

Signed

Nigel Canham

Date

4th April 2018