

Gender Pay Gap Report 2021



About the Gender Pay Gap

From April 2017, all UK organisations that employ in excess of 250 employees are required by law to report annually on their Gender Pay Gap. The Gender Pay Gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority.

What's included

Hourly pay includes basic pay, car allowances, shift pay, on-call and standby allowances, payments for overtime, redundancy and sales commission.

Employees on family or sick leave are excluded.

Where we report

We report our data to the Government and publish it on our website www.flogas.co.uk.

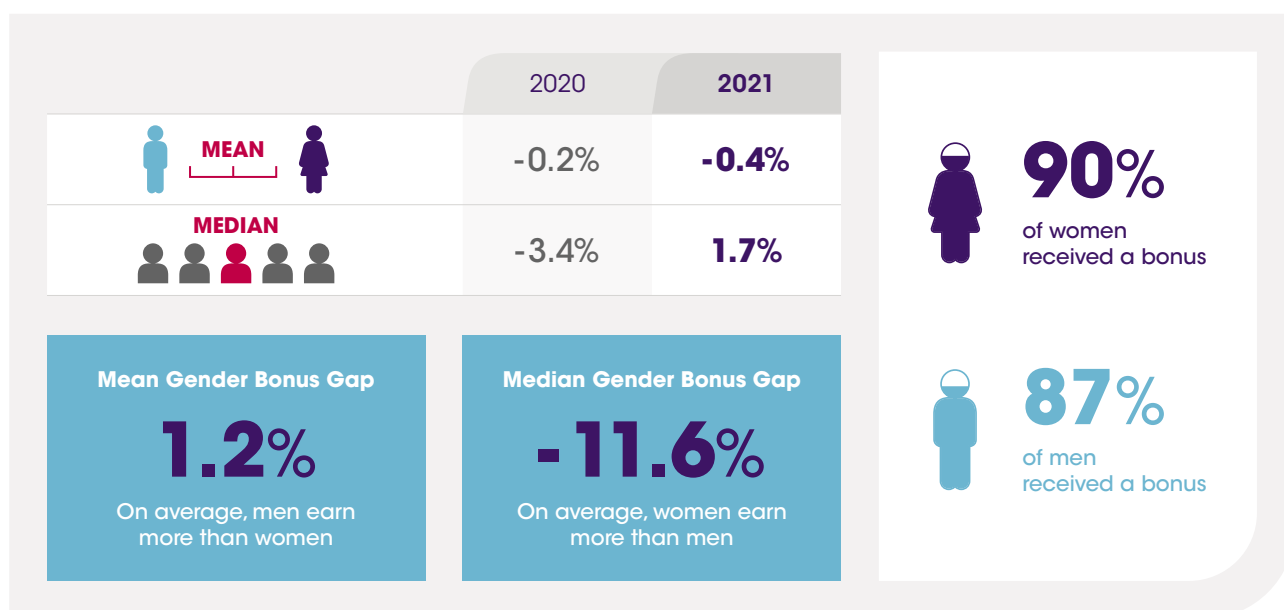
Our ambition

Our ambition remains to be an employer of choice, attracting and retaining a truly diverse range of talented colleagues who are motivated and engaged. We have focused our efforts over the last 12 months on the continued development of our people processes, including attraction, onboarding, learning & development and reward, to maintain our positive position in relation to Gender Pay, and to support all our colleagues to achieve their full potential.

About our pay gap

This reporting year has been one of unprecedented circumstances for businesses, customers and colleagues alike. During the pandemic, a key priority has been to focus on providing sustainable, long term employment for all our colleagues. We are proud to say that we maintained 100% base pay for all our furloughed colleagues, and made no associated redundancies. We also paid back the full value of the furlough benefit we initially claimed to the UK Government, as our business recovered.

The population covered by the report is 1,097 colleagues; 81% male and 19% female.

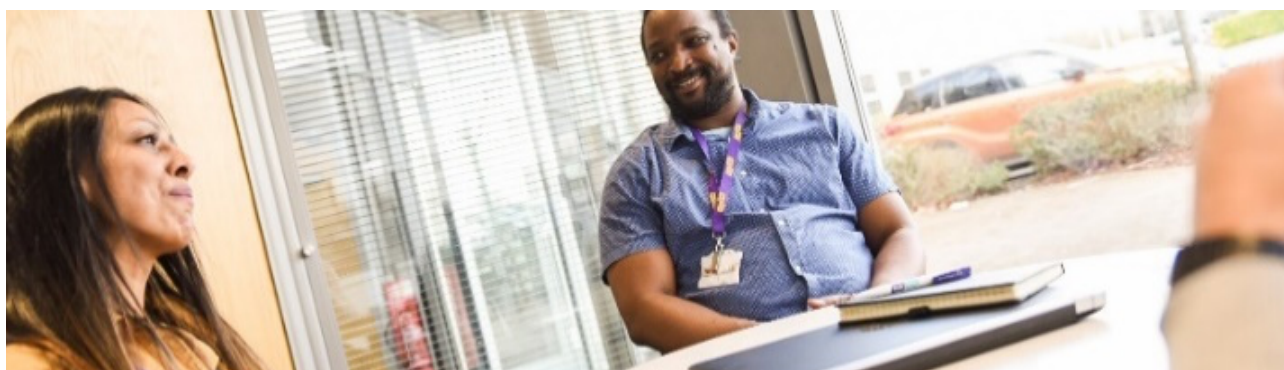


Since the last report, we have not seen a significant change in the ratio of male to female colleagues, and this continues to be driven by the large volume of our roles being in professions which are male dominated, such as drivers, engineers, technicians and yardhands. These roles make up c65% of our colleague base. These are roles where we typically struggle to attract women.

Our overall Gender Pay Gap of -0.4% remains in favour of women, although our median gender pay gap has seen a shift to 1.7% in favour of men.

We have a number of different bonus schemes across the organisation, which reward performance aligned to business outcomes. We are confident that women and men are treated equally where their roles are at similar levels in terms of application of our bonus schemes.

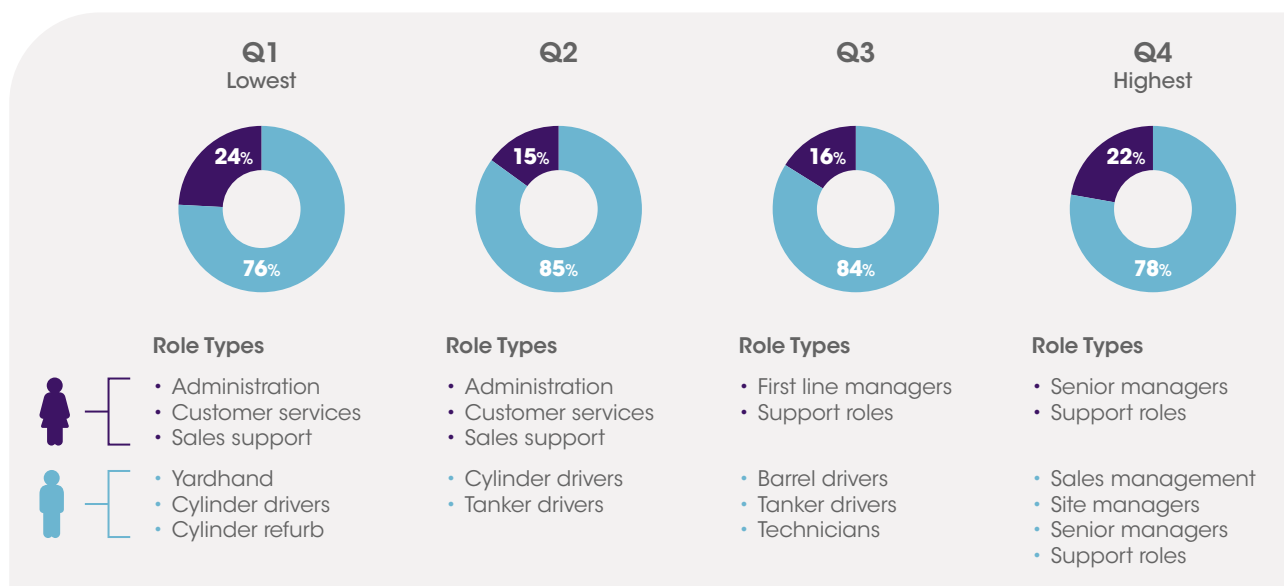
In our bonus gap results, we saw a significant reduction in the favourable male result from 2020 – this is due to the larger proportion of male and female colleagues who were in receipt of a bonus, which was paid to reflect the overall business performance for the period, and to recognise our colleagues exceptional contribution throughout the pandemic.



Our pay quartiles: 2021

The table below illustrates the gender distribution at Flogas across four equally sized quartiles ranked from lowest hourly rate to the highest hourly rate. Each quartile represents ¼th of the total workforce and their “mean” actual pay as it stood in April 2021.

Since the last report, we have maintained the ratio of males and females in quartiles 3 and 4 – our highest paid colleagues. However, we have seen a 4% increase in the proportion of females in our lowest paid quartile. This is attributed to a 20% increase in the number of roles in the administrative/support/service functions, which typically attract more women.



Progress

We are committed to ensuring that our people practices continue to focus on attracting, developing and retaining a diverse range of talent, to support an inclusive workplace.

Over this reporting period, we quickly introduced flexible working arrangements which enabled us to continue to serve our customers throughout the pandemic, as well as enabling our colleagues to balance the requirements of work, along with supporting their families. We have seen the benefits of adopting hybrid and flexible working, and continue to offer these arrangements – ensuring our colleagues are supported with resources focused on maintaining their health and wellness, and achieving high performance.

We have launched a digital learning offering across a large part of our business, with plans to continue this roll out for all colleagues – making business and personal development accessible, supporting sustainable careers. Our Management Development Programme cohorts are so far comprised of 30% women.

We use our colleague forums to share business performance and initiatives, and to gain feedback on our progress – as well as undertaking all colleague engagement surveys to ensure we are listening to the views of our people.

We have continued to develop our reward approach, building transparent and consistent frameworks, by department and role.

We have updated our attraction strategy and materials.

So, what next?

We recognise the benefits of a diverse and inclusive workplace, for our colleagues and for our customers. We will continue to focus on supporting our colleagues through the development of our people practices, including:

- 1 Reviewing our policies, procedures and processes – taking every opportunity to ensure diversity and inclusion by design.
- 2 Building on the work done so far in respect of consistent reward frameworks, ensuring equitable pay and reward, regardless of gender – underpinned by pay principles and job sizing.
- 3 Actively supporting the talent and succession planning of our diverse colleagues.
- 4 Continuing to deliver Management and Leadership programmes to support high performance and cultural development.
- 5 Continuing to work with our talent acquisition partners to increase diversity in under-represented functions and ensure we are an employer of choice.

