



Gender Pay Gap Report

2023



Foreword

As we enter our 40th year in the energy industry it is a good time to reflect. Whilst we have undergone incredible transformation, it is undeniable that the demographic of our industry workforce still remains heavily male influenced. However, we must take a moment to acknowledge the strides we've made to create the vibrant tapestry of incredible individuals we've welcomed to Flogas Britain.

Whilst we still have work to do in realising our aspirations for greater diversity, we've been on an exciting journey of progress; breaking barriers and fostering an environment that welcomes outstanding talents from all walks of life. At Flogas, we're building a community that thrives on inclusivity and fairness, ensuring that every individual feels valued and respected.

Our commitment to Diversity, Equity, and Inclusion (DE & I) is not just a checkbox exercise; it's a focal point of our evolution. Through a dedicated cross-business working group, we've been diligently crafting policies and initiatives that genuinely make a difference. This collaborative effort has not only shaped our present but has also laid the groundwork for an enhanced Employee Value Proposition as we look towards the future.

Our vision is clear – we aspire to be the employer of choice, a magnet for a diverse range of talented colleagues who bring unique perspectives and ideas to the table, representing all communities that we serve. In the past year, we've channelled our energy into refining our people processes, be it in attraction, onboarding, learning & development, or reward systems. This concerted effort not only upholds our positive stance on Gender Pay but also ensures that every colleague has the support to unlock their full potential.

As we move forward, our journey towards a more inclusive Flogas continues. We're not just embracing diversity; we're celebrating it. We invite each member of our Flogas family to join us in creating a workplace where everyone feels a sense of belonging and has the opportunity to thrive.

Here's to the strides we've taken and the ones we're yet to make – together, we're shaping a brighter and more inclusive future for Flogas Britain to serve both our colleagues and our customers for decades to come.



Ivan Trevor
Managing Director



About the Gender Pay Gap

From April 2017, all UK organisations that employ more than 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, regardless of their role or seniority.

What's included

Hourly pay includes basic pay, allowances and shift premiums, on-call and standby allowances 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.

About our pay gap

Since the last report, we have not seen a significant change in the ratio of male to female colleagues. Our industry, like many others, has traditionally seen a gender imbalance in certain roles. In our case, we acknowledge that there is an under-representation of women in our driver and engineer roles. We recognise the importance of addressing this imbalance and are working on initiatives to encourage gender diversity at all levels within the organisation.

Our overall Gender Pay Gap has reduced to 3.2% and our median gender pay gap has increased from 3.0% to 7.3%. This indicates that we are moving in the right direction in closing the Gender Pay Gap, but still have work to do on increasing female representation across the organisation.

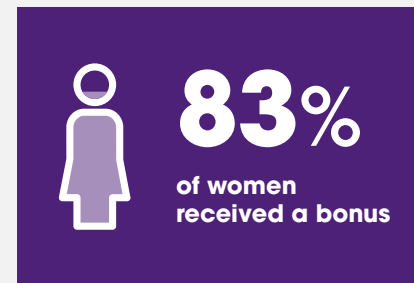
We have seen our mean Gender Bonus Gap increase to 11.0% in 2023. This is following the conclusion of the one-off driver shortage retention bonus incentive. The incentive period spanned over November 2021 – March 2022, but Payment was made within the 2023 reporting period.

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.

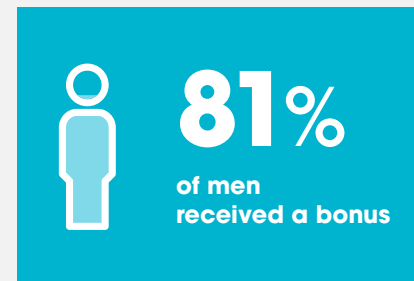


OUR REPORT

The population covered by the report is 1,070 colleagues.



	2022	2023
MEAN	3.4%	3.2%
MEDIAN	3.0%	7.3%

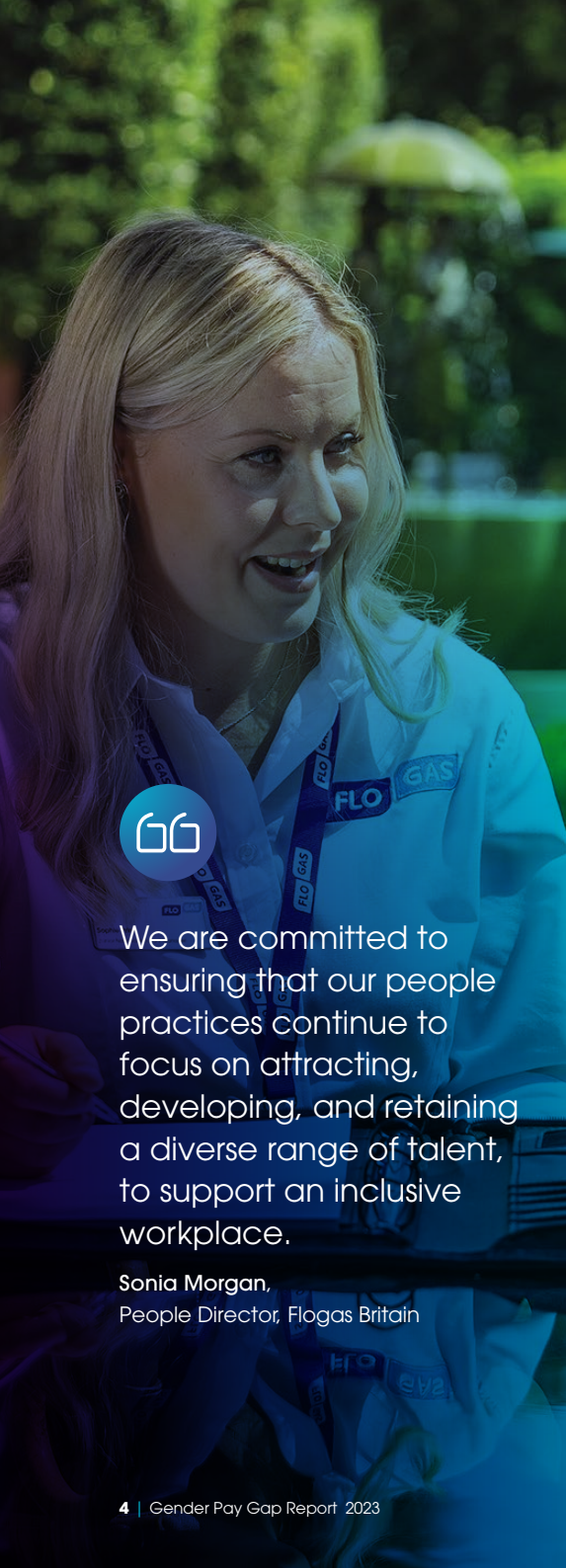


Median Gender Bonus Gap
66.7% On average, men earn more than women

Mean Gender Bonus Gap
11.0% On average, men earn more than women



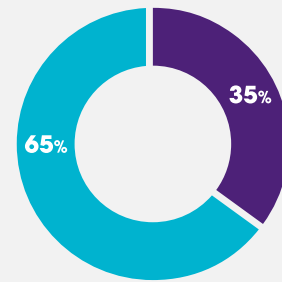
It is our responsibility as a company to provide a supportive and inclusive work environment where all colleagues have the chance to succeed, regardless of their gender.



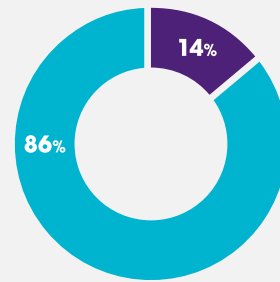
OUR PAY QUARTILES: 2023

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 1/4th of the total workforce and their "mean" actual pay as it stood in April 2023.

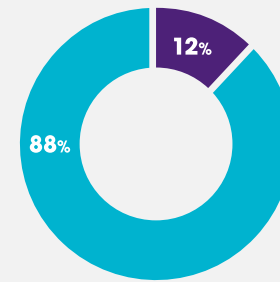
Since the last report, we have seen an 8% increase in the proportion of females in our lowest paid quartile. This continues to be attributed to the increase in the number of roles in the administrative/support/ service functions, which typically attract more women.



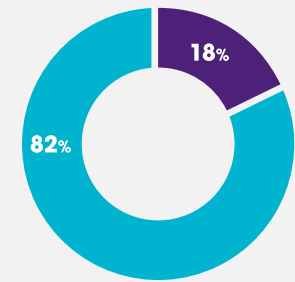
Q1 | Lower



Q2 | Lower middle



Q3 | Upper middle



Q4 | Upper



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.

Sonia Morgan,
People Director, Flogas Britain

Progress

We are dedicated to maintaining a strong focus on people practices that prioritise the attraction, development, and retention of a diverse range of talent, fostering an inclusive workplace.

Throughout this reporting period, we have made significant investments in celebrating diverse and culturally significant events in the D&I calendar. Additionally, we have conducted training sessions to raise awareness about diversity and inclusion, actively promoting a culture of inclusivity. Our commitment is further demonstrated through our active participation in National Inclusion Week.

In our ongoing pursuit of fairness and consistency, we have introduced a new reward framework for our site-based colleagues. This framework aims to enhance fairness and ensure consistency in pay and rewards, irrespective of gender. We believe that by implementing such measures, we contribute to creating an environment where all individuals are recognised and rewarded fairly for their contributions.

Acknowledging the shifting needs of our workforce, we're consistently evaluating our recruitment procedures to ensure inclusivity for diverse applicants. Our ongoing efforts include refining family-friendly policies, re-writing

job descriptions, through our family friendly policies demonstrating our recognition of the significance of work-life balance.

To reinforce our values and encourage a culture of appreciation, we remain steadfast in embedding our "Living our Values Everyday" program. This initiative ensures that every colleague can recognise and appreciate the contributions and efforts of their peers. Through these ongoing efforts, we strive to create a workplace where diversity is celebrated, inclusivity is championed, and each colleague feels valued for their unique contributions.

So, what's next?

- To attract and retain a diverse workforce, we are developing and implementing an Employee Value Proposition (EVP). Our EVP emphasises a culture of inclusivity, where each colleague feels valued, supported, and has equal opportunities for growth and advancement. By prioritising diversity in our EVP, we aim to create an environment that attracts talent from all walks of life, culminating in a rich blend of skills, experiences, and perspectives.
- We are committed to improving gender balance in our recruitment processes. This involves ensuring fair representation in candidate shortlists and interview panels. By actively seeking diversity at every stage of the recruitment process, we aim to eliminate biases and provide equal opportunities for individuals based on their skills, qualifications, and potential, rather than their gender.
- Building on our existing efforts, we are dedicated to establishing and maintaining consistent reward frameworks. Regardless of gender, we are committed to ensuring equitable pay and rewards. This commitment is underpinned by transparent pay principles and thorough job sizing methodologies, eliminating any gender-based pay discrepancies and promoting a fair and just compensation structure for all colleagues.
- To further support high performance and cultural development, we are continuing to deliver Management and Leadership programs providing tailored development opportunities for female colleagues.



We Do Energy, Right by You.

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