



**GENDER PAY GAP
REPORT April 2025**



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OVERVIEW

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into force on 6 April 2017.

ACAS and the GEO (Government Equalities Office) developed and published the guidance on the Gender Pay Gap Reporting Regulations (Managing Gender Pay Gap Reporting in the Private and Voluntary Sectors). This document was used in conjunction with the published Regulations to produce this report.

The regulations require all private, voluntary and public sector employers with a headcount of 250 or more employees to publish information pertaining to their gender pay gap under four specific headings:

- Difference in hourly pay
 - Mean (average)
 - Median
- Percentage of men and women in each pay quarter
- Percentage of men and women who received bonus pay
- Difference in bonus pay

As required by the regulations, the data relates to the pay period which encompasses the 'snapshot' date which for this report is the 5 April 2024. The data is published on our Company website and the dedicated Government website within the 12-month period following the 5 April annually. The report will remain on our website for a period of three years.

THE GENDER PAY GAP REPORT

The information for this report is taken from the pay period including the snapshot date of the 5 April 2024 for Gardline Limited. This information is accurate at the time of writing this report.

1. Gender pay gap for hourly pay

- a. **Mean** (average): based on the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, the mean (average) gender pay gap in hourly pay as a percentage of men's pay is 14.35%. This means that on average, women at Gardline Limited are paid 14.35% less than men.

- b. **Median**: based on the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, the median gender pay gap in hourly pay as a percentage of men's pay is 18.70%. This means that when using the median, women at Gardline Limited are paid 18.70% less than men.

2. Percentage of men and women in each pay quarter

Based on the hourly pay of male and female full-pay relevant employees, the percentage of men and women in each pay quarter is as follows:

Lower hourly pay quarter

Men	74.12%
Women	25.88%

Lower middle hourly pay quarter

Men	74.12%
Women	25.88%

Upper middle hourly pay quarter

Men	84.7%
Women	15.3%

Upper hourly pay quarter

Men	85.88%
Women	14.12%

3. Percentage of men and women who received bonus pay

Based on the distribution of bonus payments made in the 12 months ending 5 April 2024, the percentage of men and women relevant employees who received bonus pay are as follows:

Men: 100%

Women: 100%

4. Gender pay gap for bonus Pay

- a. **Mean** (average): based on the difference between the mean bonus pay of male full-pay relevant employees and that of female full-pay relevant employees, the mean (average) gender pay gap in bonus pay as a percentage of men's pay is 18.53%. This means that women at Gardline Limited receive 18.53% less bonus pay than men.
- b. **Median:** there is no difference between the median bonus pay of male full-pay relevant employees and that of female full-pay relevant employees.

SUPPORTING STATEMENT

The average gender pay gap for Gardline is 14.35% which means on average women are paid 14.35% less than men. Taking the median, women are paid 18.70% less than men.

The gender pay gaps for both the average and median have reduced significantly from levels reported in the previous year with the average gender pay reducing from 21.9% to 14.35% and the medium reducing from 29.2% to 18.70% and demonstrates the continued focus on attracting and developing more women across all levels.

We are also pleased to see that the percentage of male and female workers receiving bonus pay during this period remained equal at 100% and whilst on average, women received 18.53% less bonus pay than men we continue to focus on reducing this gap.

We are committed to gender equality and fairness in the workplace, and we will continue our focus on valuing and rewarding employees based on their performance and contributions, regardless of gender.

We acknowledge that our gender pay gap is above the UK average of 7.0% for full-time employees reported by the ONS (Office of National Statistics) as of April 2024, however, it does reflect the maritime and offshore industry we operate in and as such, the scale of the gender pay gap should be viewed in this context.

Overall, whilst we recognise the need to continue our focus on attracting and developing women across our organisation, it is encouraging to see the improvement of closing the gap between both genders. We continue to take positive steps to improve our gender equality and inclusion through training and education with the majority of our employees having completed training during the year on this important topic. We will continue to monitor and address the differential between men and women within our business.

I, Christiaan Vermeijden, CEO, confirm that the information in this statement is accurate.



Date: 24th March 2025