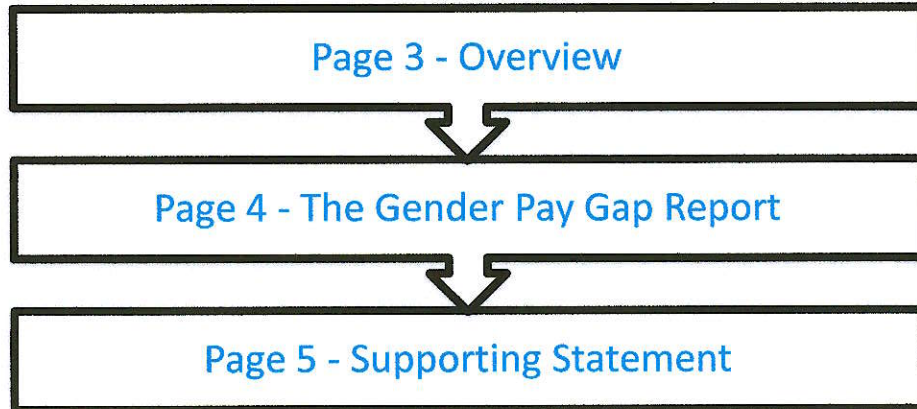




**GENDER PAY GAP  
REPORT March 2023**



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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 2022. 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 2022 for Gardline Limited. This information is accurate at the time of writing this report.

## 1. Difference in 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, on average men are paid **23.29%** more than women.
- 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, men are paid **29.03%** more than women.

## 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	48.31%
Women	51.69%

### Lower middle hourly pay quarter

Men	70.45%
Women	29.55%

### Upper middle hourly pay quarter

Men	85.23%
Women	14.77%

### Upper hourly pay quarter

Men	86.36%
Women	13.64%

## 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 2022, the percentage of men and women relevant employees who received bonus pay are as follows:

**Men:** 16.41%

**Women:** 13.4%

#### 4. Difference in 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, on average men are paid **24.78%** more than women.
- b) **Median**: based on the difference between the median bonus pay of male full-pay relevant employees and that of female full-pay relevant employees, men are paid **25%** more than women.

## SUPPORTING STATEMENT

The average gender pay gap for Gardline is 23.29% which means on average men are paid 23.29% more than women. This is a good improvement from 28.49% reported in the previous year and demonstrates the focus on attracting and developing more women across all levels but in particular within the top pay quarter which has seen a 3% increase in women.

Whilst bonus pay was not paid to all staff during this reporting period, we are pleased to see that the percentage of male and female workers receiving bonus pay during this period remains close at 16.4% and 13.4% respectively and again demonstrates the improvement in the number of women to more senior and higher paid positions than previously.

We acknowledge that our gender pay gap is above the UK average of 8.3% reported by the ONS (Office of National Statistics) as of April 2022, however, it does reflect the maritime industry we operate in and as such, the scale of the gender pay gap should be viewed in this context.

Whilst the IMO are making a concerted effort to help the industry move forward and support women to achieve a representation that is in keeping with twenty-first century expectations, currently women continue to represent only 1.28% of the global seafarer workforce as per the BIMCO/ICS 2022 Seafarer Workforce Report.

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 within our upper pay quarter as a result of the steady increase in the number of women appointments which are largely attributed to key positions across our Commercial Teams as well as core offshore disciplines. We continue to take positive steps to improve our gender equality and inclusion through training and education with the majority of managers having completed workshops 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.

Signed

Date 17/3/2023