



# **GENDER PAY GAP STATEMENT**

## **2021/22**

# 1. OVERVIEW

Since 2018, all UK companies with 250 employees or more are required to publish a 'Gender Pay Gap Report'. Here at MSC UK, we welcome the introduction of any initiative which helps promote fairness in the workplace, including reducing gender pay gaps.

## 2. OUR DEMOGRAPHIC

This pay gap report is based on our snapshot date of 5th April 2021.

Our calculations are based on a total of 731 relevant employees, 353 (48%) of whom were male and 378 (52%) were female.

Whilst the vast majority of our employees are included in these calculations, certain employees are excluded. People who were on reduced pay (e.g. due to sickness and/or statutory leave such as maternity, paternity, shared parental or adoption) are not included.

Owing to the global pandemic, a small group of employees were placed on Furlough and have remained included within calculations ; classified as full pay relevant employees.

## 3. OUR GENDER PAY GAP

Overall, we have a mean gender pay gap of 22.8%, and a median gender pay gap of 10.6%. This compares to a 2020/21 UK average (for those who reported) median pay gap of 12.4%.

Our pay gap is explained by the fact that we have proportionally more men in our most senior positions.

## 4. OUR GENDER BONUS GAP

We are reporting a median bonus gap of -91.8%.

We have a mean bonus gap of -18.0%.

1.1% of our female employees received a bonus in this period, compared to 14.8% of males.

## 5. OUR DATA

The full detail of our gender pay gap is as follows:

<u>Pay Gap</u>		<u>Bonus Gap</u>	
Mean Gender Pay Gap	22.8%	Mean Bonus Gap	-91.8%
Median Gender Pay Gap	10.6%	Median Bonus Gap	-18.0%
		% of Males Receiving Bonus	14.8%
		% of Females Receiving Bonus	1.1%

### Pay Quartile Distributions

1st Quartile (Lowest Paid)	45% Male	55% Female
2nd Quartile	33% Male	67% Female
3rd Quartile	45% Male	55% Female
4th Quartile (Highest Paid)	68% Male	32% Female

## 6. STATEMENT

On behalf of the Mediterranean Shipping Company (UK) board of directors, I confirm that the data reported here is accurate and meets the statutory requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David A Woolnough

Finance Director