



GENDER PAY GAP STATEMENT

2019/20

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 2019.

Our calculations are based on a total of 679 relevant employees, 323 (48%) of whom were male and 356 (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.

3. OUR GENDER PAY GAP

Overall, we have a mean gender pay gap of 20.6%, and a median gender pay gap of 7.4%. This compares to a 2018/19 UK average (for those who reported) median pay gap of 11.8%.

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 48.4%.

We have a mean bonus gap of 73.5% which is largely a result of the fact our fleet of HGV drivers receive regular bonus payments as part their remuneration package. This is a section of our workforce that is predominantly male.

Additionally, our office based employees received a small bonus in April 2019 as a percentage of salary. As we have a significant proportion of part time workers which are female (16.5 % of employees are part time, of which females make up 96.4%); this has the effect of reducing the average bonus figure of females, when compared to males.

78.1% of our female employees received a bonus in this period, compared to 72.4% of males.

5. OUR DATA

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

Pay Gap

Mean Gender Pay Gap	20.6%
Median Gender Pay Gap	7.4%

Bonus Gap

Mean Bonus Gap	73.5%
Median Bonus Gap	48.4%
% of Males Receiving Bonus	72.4%
% of Females Receiving Bonus	78.1%

Pay Quartile Distributions

1st Quartile (Lowest Paid)	51% Male	49% Female
2nd Quartile	32% Male	68% Female
3rd Quartile	39% Male	61% Female
4th Quartile (Highest Paid)	69% Male	31% 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