



GENDER PAY GAP STATEMENT

2024/25

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 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 2024.

Our calculations are based on a total of 777 relevant employees, 336 (43%) of whom were male and 441 (57%) 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 25.3%, and a median gender pay gap of 14.8%. This compares to a 2023/24 UK average (for those who reported) median pay gap of 11.5%.

Our pay gap is explained by the fact that we have proportionally more men in our most senior positions and further compounded this year by the removal of a significant section of workforce, of whom were predominantly male and typically sat within the Lower Middle Quartile.

4. OUR GENDER BONUS GAP

We are reporting a median bonus gap of 25.4%.

We have a mean bonus gap of 39.7%.

98.6% of our female employees received a bonus in this period, compared to 97.6% 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	25.3%	Mean Bonus Gap	39.7%
Median Gender Pay Gap	14.8%	Median Bonus Gap	25.4%
		% of Males Receiving Bonus	97.6%
		% of Females Receiving Bonus	98.6%

Pay Quartile Distributions

1st Quartile (Lowest Paid)	35% Male	65% Female
2nd Quartile	30% Male	70% Female
3rd Quartile	44% Male	56% Female
4th Quartile (Highest Paid)	65% Male	35% 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