



ASCO Group Gender Pay Gap Report 2018



MARCH 2019

ASCO GROUP - GENDER PAY GAP REPORT 2018

ASCO is at the forefront of driving supply chain efficiency in the oil and gas industry. Our core business is the operation of Supply Bases to support the oil and gas industry through an integrated supply base management service.

This gender pay gap report is based on data as at 5th April 2018. At this date ASCO employed 974 staff in a wide range of roles including quayside, warehouse, transportation, marine, shipping and support services. Our workforce is 77.8% male and 22.2% female.

MEAN AND MEDIAN GENDER PAY GAP

The gender pay gap shows the difference in average pay between women and men. It should not be confused with equal pay.

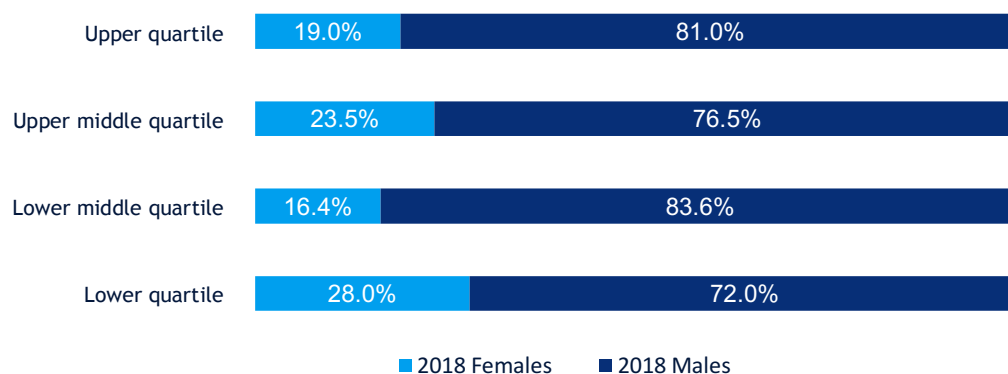
- The **median** compares the midpoint in the range of average hourly rates for a woman with the midpoint of the men when all values are distributed from low to high.
- The **mean** measures the average hourly pay for a woman against the average hourly pay for a man. This gives an overall indication of the gender pay gap by taking all hourly rates of pay divided by the total number of people

Difference between men and women		
	Median	Mean
Pay Gap	2.5%	19.2%

This means that men earn 19.2% more per hour on average than women. The number of men on the board and executive management team is higher than women. This relatively small group of people inflates the mean pay rates for men. However, when you look at the median and remove the outliers, women earn 2.5% less than men. This is highly unusual. ASCO's workforce is heavily biased towards manual operations. 67% of our workforce are manual workers, of which 94% are male.

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE

The graph below shows the gender distribution in four equal size quartiles. It is broadly consistent with our overall workforce gender distribution.



BONUS GAP

The bonus data includes all bonuses such as long service awards, attendance bonuses, referrals and the performance bonus for senior management in the 12 months up to 5th April 2018.

Difference between men and women		
	Median	Mean
Bonus Gap	93.7%	85.6%

The mean bonus for men is 85.6% higher than females and the median bonus is 93.7% higher for men than women. This is primarily due to a higher proportion of men than women on the board and executive management team.

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



ADDRESSING THE GAP

It is well reported that the reasons behind the gender pay gap are complex. We recognise however that the gender split in our organisation is representative of the wider industry that we work in and that attracting more women into roles and especially senior roles within the oil & gas sector is an industry wide objective.

Our focus areas are to:

- Work with partner organisations to increase the attractiveness of the industry as a career choice for women.
- Ensure women have the same career opportunities as men.
- Apply work-life balance policies equally across genders.
- Maintain good practice recruitment standards: ensure gender neutral language, differing marketing sources and diverse candidate shortlists. Continue with mixed gender candidate shortlists and mixed gender interview panels and seek out female candidates in all disciplines.
- Monitor pay and progression processes - ensure all pay and promotion processes make a positive contribution to women's progression and the gender pay gap

DECLARATION

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Peter France
Chief Executive Officer