

ASCO UK Limited

Gender Pay Gap Report 2017



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 2017. At this date ASCO employed 998 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.

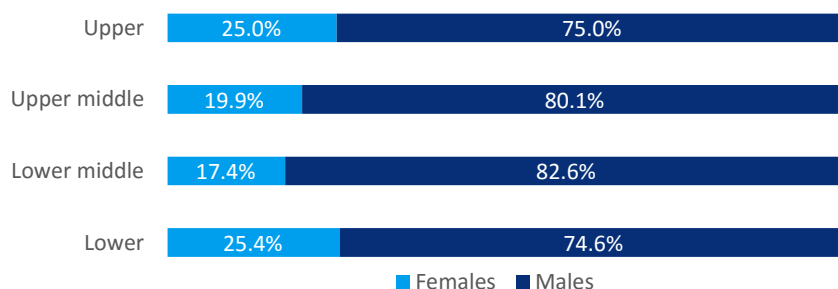
- The **mean** measures the average hourly pay for a woman against the average hourly pay for a man. This gives an overall indication of the gender pay gap by taking all hourly rates of pay divided by the total number of people
- The **median** compares the midpoint in the range of average hourly rates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

Difference between men and women		
	Mean	Median
Pay Gap	15.3%	-0.9%

This means that men earn 15.3% 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 0.9% more 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

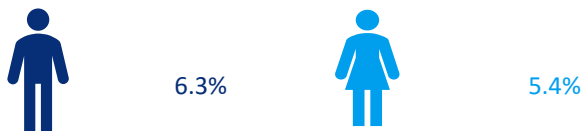
The bonus data includes all bonuses such as long service awards, attendance bonuses, referrals and the performance bonus for senior management in the 12 months up to 5th April 2017.

Difference between men and women		
	Mean	Median
Bonus Gap	52.2%	-316.7%

The mean bonus for men is 52% higher than females. This is primarily due to a higher proportion of males in the senior management team eligible for a performance bonus than women.

However, the median bonus is 317% higher for women than men. This is because a large number of men received a small value attendance bonus. The bonuses women received were higher in value than the attendance bonus.

Proportion of men and women receiving a bonus



Addressing the Gap

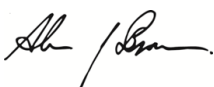
It is well reported that the reason behind the gender pay gap is a complex issue. As an organisation, we are satisfied that our pay levels are fair and equitable. However, we recognise the gender split in our organisation is representative of the wider industry that we work in and that attracting more women into roles within the oil & gas sector is an industry wide objective.

The biggest single thing that we can do is recruit some senior women to the executive team. However, other focus areas are 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.



Alan Brown
Chief Executive Officer