

# ASCO UK Limited

## Gender Pay Gap Report 2021



ASCO is the essential partner in materials and equipment management driving supply chain efficiency. ASCO provides a fully integrated logistics and materials management service supporting projects in Oil & Gas, decommissioning, new energy sectors.

This gender pay gap report is based on data as at 5<sup>th</sup> April 2021. At this date ASCO employed 883 staff in the UK 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 male and female employees regardless of the work they perform. It is defined as the difference between men and women's hourly earnings and is expressed as a percentage of men's earnings. 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

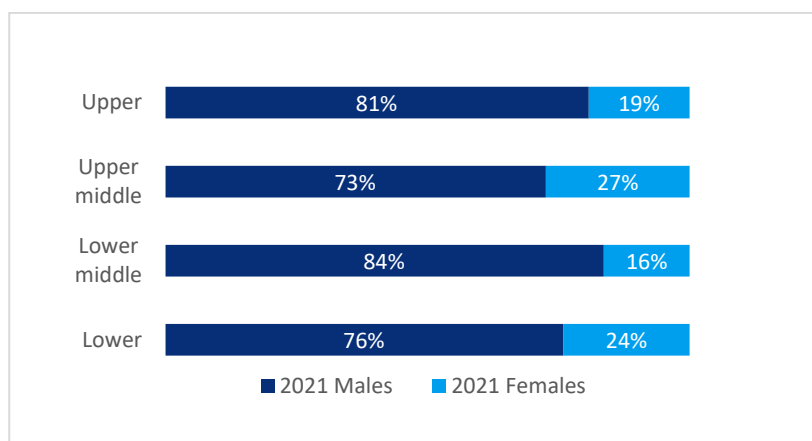
| Difference between men and women |        |      |
|----------------------------------|--------|------|
|                                  | Median | Mean |
| 2021 Pay Gap                     | -3.9%  | 9%   |

The average UK median gender pay gap in 2021 was 15.4% in favour of men. The ASCO median in the same period shows that women at ASCO earn 3.9% more than men.

The average UK mean gender pay gap in 2021 was 7.9% in favour of men. The ASCO mean figure reports that women earn 9% less per hour on average than men. This means that for every £1 a man earns a woman earns £0.91. The mean gender pay gap at ASCO has steadily improved since reporting began in 2017.

### 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 2021.

| Difference between men and women |        |       |
|----------------------------------|--------|-------|
|                                  | Median | Mean  |
| 2021 Bonus Gap                   | 33.9%  | 21.5% |

The mean bonus for men is 21.5% higher than females and the median bonus is 33.9% higher for men than women. This is primarily due to a higher proportion of men than women on the board and executive leadership team who are eligible for the management bonus scheme.

## 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 energy sector is an industry wide objective.

Our areas of focus are:

- Review flexible working practices and working hours
- 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.
- Participation in the Scottish Leaders Mentoring Scheme, pairing senior leaders in Industry with female professionals.
- 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 pay and promotion processes make a positive contribution to women's progression and the gender pay gap.
- Continue work to manage and maintain pay equity for all roles across the organisation.
- Our Diversity and Inclusion committee will review and make ongoing recommendations on actions which we can take to effectively manage 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