

# ASCO UK Limited

## Gender Pay Gap Report 2024



ASCO is the essential partner in materials and equipment management from demand creation to fulfilment (and back again) driving supply chain efficiency. ASCO provides a fully integrated logistics and materials management service supporting projects in Oil & Gas, decommissioning and new energy sectors.

This gender pay gap report is based on data as at 5<sup>th</sup> April 2024. At this date ASCO employed 959 staff in the UK in a wide range of roles including quayside, warehouse, transportation, marine, shipping and support services. Our workforce is 78.6% male and 21.4% 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's 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

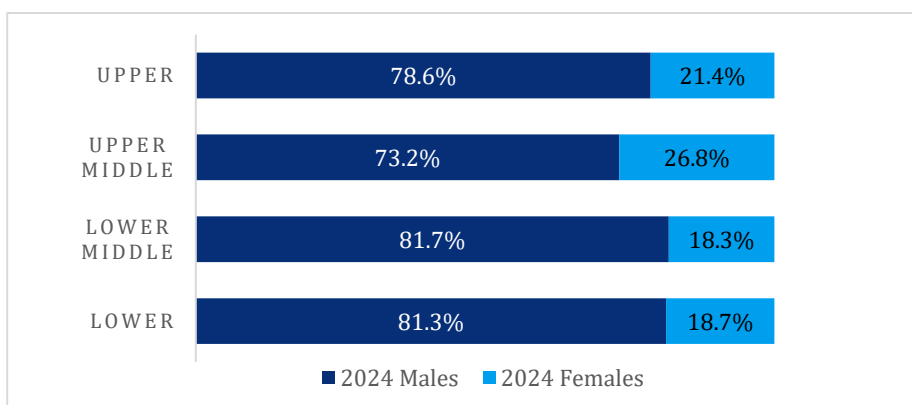
Difference between men and women		
	Median	Mean
2024 Pay Gap	-7.8%	-0.1%

The average UK median gender pay gap in 2024 was 13.1% in favour of men. The ASCO median in the same period shows that women at ASCO earn 7.8% more than men.

The ASCO mean figure reports that women earn 0.1% more per hour on average than men. This means that for every £1 a man earns a woman earns £1.01. 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.



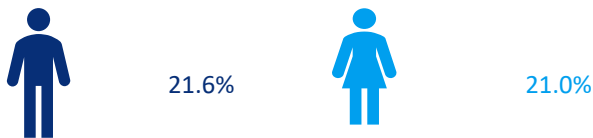
## Bonus Gap

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 5<sup>th</sup> April 2024.

Difference between men and women		
	Median	Mean
2024 Bonus Gap	17.7%	18.6%

The mean bonus for men is 18.6% higher than females and the median bonus is 17.7% 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

At ASCO, we are proud to maintain pay equity between men and women. However, we recognise that the wider energy industry continues to face challenges in achieving gender balance, particularly in senior roles. Attracting more women into the sector and into leadership positions remains an industry-wide priority.

Our focus areas include:

- Collaborating with partner organisations to enhance the industry's appeal as a career choice for women.
- Ensuring equal career opportunities for women and men.
- Participating in the Scottish Leaders Mentoring Scheme, which pairs senior industry leaders with female professionals.
- Upholding inclusive recruitment practices, such as using gender-neutral language, diversifying marketing channels, and maintaining diverse candidate shortlists. We remain committed to mixed-gender shortlists, diverse interview panels, and proactively seeking female candidates across all disciplines.
- Monitoring pay and career progression to ensure these processes actively support women's advancement and contribute to closing the gender gap in senior roles.
- Continuously working to maintain pay equity across all roles in our organisation.
- Empowering our Equality, Diversity, and Inclusion Committee to review and recommend ongoing actions to support gender balance.

## Declaration

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



**Mike Pettigrew**  
Group CEO