GENDER PAY GAP STATEMENT
2022/23

MEDITERRANEAN SHIPPING COMPANY (UK) LIMITED

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 the introduction of 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 2022.

Our calculations are based on a total of 796 relevant employees, 387 (49%) of whom were male and 409 (51%) 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 23.8%, and a median gender pay gap of 10.8%. This compares to a 2021/22 UK average (for those who reported) median pay gap of 12.2%.

Our pay gap is explained by the fact that we have proportionally more men in our most senior positions.

4. OUR GENDER BONUS GAP

We are reporting a median bonus gap of 21.1%.

We have a mean bonus gap of 38.4%.

95.1% of our female employees received a bonus in this period, compared to 93.5% of males.

5. OUR DATA

The full detail of our gender pay gap is as follows:

Pay Gap		**Bonus Gap**	
Mean Gender Pay Gap	23.8%	**Mean Bonus Gap**	38.4%
Median Gender Pay Gap	10.8%	**Median Bonus Gap**	21.1%
		% of Males Receiving Bonus	93.5%
		% of Females Receiving Bonus	95.1%

Pay Quartile Distributions

1st Quartile (Lowest Paid)	38% Male	62% Female
2nd Quartile	44% Male	56% Female
3rd Quartile	43% Male	57% Female
4th Quartile (Highest Paid)	67% Male	33% 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