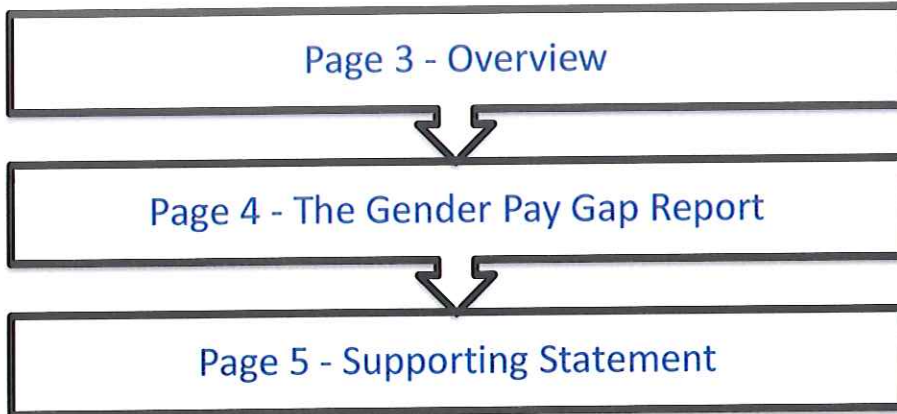




**GENDER PAY GAP
REPORT 2021**



CONTENTS



OVERVIEW

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into force on 6 April 2017.

ACAS and the GEO (Government Equalities Office) developed and published the guidance on the Gender Pay Gap Reporting Regulations (Managing Gender Pay Gap Reporting in the Private and Voluntary Sectors). This document was used in conjunction with the published Regulations to produce this report.

The regulations require all private, voluntary and public sector employers with a headcount of 250 or more employees on the 5 April 2021 to publish information pertaining to their gender pay gap under four specific headings:

- Difference in hourly pay
 - Mean (average)
 - Median
- Percentage of men and women in each pay quarter
- Percentage of men and women who received bonus pay
- Difference in bonus pay

As required by the regulations, the data relates to the pay period which encompasses the 'snapshot' date which for this report is the 5 April 2021. The data is published on our Company website and the dedicated Government website within the 12-month period following the 5 April annually. The report will remain on our website for a period of three years.

THE GENDER PAY GAP REPORT

The information for this report is taken from the pay period including the snapshot date of the 5 April 2021 for Gardline Limited. This information is accurate at the time of writing this report.

1. Difference in hourly pay

- a. **Mean** (average): based on the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, on average men are paid **28.49%** more than women.
- b. **Median**: based on the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, men are paid **27.15%** more than women.

2. Percentage of men and women in each pay quarter

Based on the hourly pay of male and female full-pay relevant employees, the percentage of men and women in each pay quarter is as follows:

Lower hourly pay quarter

Men	59.55%
Women	40.45%

Lower middle hourly pay quarter

Men	75.28%
Women	24.72%

Upper middle hourly pay quarter

Men	82.02%
Women	17.98%

Upper hourly pay quarter

Men	89.662%
Women	10.34%

3. Percentage of men and women who received bonus pay

Based on the distribution of bonus payments made in the 12 months ending 5 April 2021, the percentage of men and women relevant employees who received bonus pay are as follows:

Men: 94.46%

Women: 96.39%

4. Difference in bonus pay

- a) **Mean** (average): based on the difference between the mean bonus pay of male full-pay relevant employees and that of female full-pay relevant employees, on average men are paid **28.56%** more than women.
- b) **Median**: based on the difference between the median bonus pay of male full-pay relevant employees and that of female full-pay relevant employees, men are paid **0%** more than women.

SUPPORTING STATEMENT

The average gender pay gap for Gardline is 28.49% which means on average men are paid 28.49% more than women. The significant improvement in the median bonus pay was attributed to a bonus paid to all qualifying staff in recognition of additional efforts during the Coronavirus Pandemic.

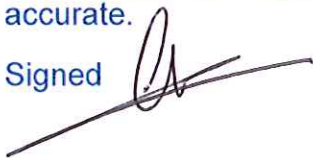
We acknowledge that our gender pay gap is above the UK average of 7.9% reported by the ONS (Office of National Statistics) as of April 2021, however, it does reflect the maritime industry we operate in and as such, the scale of the gender pay gap should be viewed in this context.

Whilst the IMO are making a concerted effort to help the industry move forward and support women to achieve a representation that is in keeping with twenty-first century expectations, currently women represent only 1.2% of the global seafarer workforce as per the [BIMCO/ICS 2021 Seafarer Workforce Report](#).

As an organisation we are beginning to see positive improvements across three of the four pay quarters specifically the lower middle, upper middle and upper quartiles as a result of the steady increase in the number of women appointments. In addition, we are also taking other positive steps to improve our gender equality with the introduction of a new Parental Leave Policy during 2021 offering enhanced maternity leave as a good example. Other improvements are also planned for the year ahead including closer monitoring of male and female applicants for vacancies to help us understand where in the recruitment process we need to improve. We will continue to monitor and address the differential between men and women within our business.

I, Christiaan Vermeijden, CEO, confirm that the information in this statement is accurate.

Signed



Date 16/11/2021