

# Gender Pay Gap Report

## Maersk Line UK Ltd.



**MAERSK**

# MAERSK LINE UK LTD GENDER PAY GAP REPORT

## Snapshot Date – 5 April 2022

### Foreword

*Reflections from Stuart Clarke, Great Britain and Ireland Area HR Business Partner and Gary Jeffreys, Area Managing Director (UK)*

Our purpose is to champion a culture of inclusion. This means we take seriously our responsibility to lead by example. One of the ways we do this is by reporting our gender pay gap data.

The gender pay gap measures the difference between average earnings for men and women but is not a comparison of pay rates for men and women who carry out the same role.

Significant improvements have been made in addressing organisational imbalance, but we recognise that over-coming these challenges requires a long-term multi-faceted approach which we will continue to invest in and accelerate our progress in this area.

We are committed to narrowing the gender pay gap and ensure that every Maersk employee has the same opportunities to develop and achieve their full potential.

### Declaration

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017.



Gary Jeffreys  
Area Managing Director (UK)

A handwritten signature in blue ink, appearing to be 'GJ'.



Stuart Clarke  
Great Britain & Ireland Area HRBP

A handwritten signature in blue ink, appearing to be 'Stuart Clarke'.

# Reporting gender pay gaps – an overview

- The aim of the report is to display the difference between the average earnings of men and women, expressed relative to men's earnings.
- If an organisation reports a gender pay gap, it does not mean women are paid less than men for doing the same job, but it highlights the workforce demographics in which more men occupy senior positions compared to women.
- Focusing on equal pay and the gender pay gap is also built into the way that we work, ensuring that this is a core component of any compensation and reward reviews.
- Employers must report six different metrics, based on a snapshot of pay data on a date set out by the Government Equalities Office:
  - **Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
  - **Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
  - **Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
  - **Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
  - **Bonus proportions** – the proportions of male and female relevant employees who were paid bonus pay during the relevant period
  - **Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle and upper quartile pay bands.



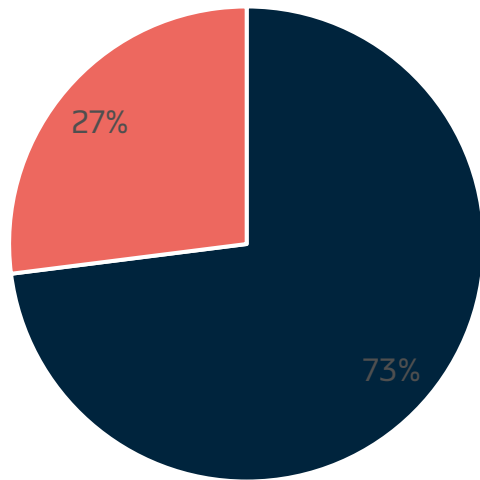
# Maersk Line UK Pay Gap & Bonus Gap

## *Insights*

- Our analysis shows the overall difference between the earnings of males and females based on the hourly rates of pay as of the snapshot date – 5th April 2022.
  - Our mean pay gap improved by 3 percentage points to 17.5%, and the median pay gap improved by 7 percentage points to 19.80%, the lowest it has been since reporting began.
- 100% of employees, regardless of their gender, are eligible to receive bonuses. Out of the total employee population, 91.93% of males (a decrease of 5.04% on last year's snapshot date) and 93.80% of females (a decrease of 3.11% on last year's snapshot date) received a bonus payment in the analysed period.
  - Our bonus gap improved by 8 percentage points to 19%, and the median pay gap improved by 14 percentage points to 9.60%, again the lowest it has been since reporting began.
  - In addition, as per the gender pay gap reporting regulations, the bonus gap considers all bonuses, irrespective of whether they are earned by part-time or full-time employees.
  - Not all employees in the data set received a bonus on the snapshot date as their start dates were post-December 2021. Our bonus year runs from January to December, so they are eligible to receive a bonus in April 2023.
  - It is important to note that we saw a headcount increase during 2021 and 2022, meaning there are a significant number of employees who either received a pro-rated bonus for 2021 or were not eligible for a bonus due to their start date.
- In summary, it is welcomed news to see a reduction in our pay gap reporting.

# Employee Gender Balance – as of 5 April 2022

## Maersk Line UK Ltd.



■ Male - 817 ■ Female - 304

- The report represents 1121 Maersk Line UK employees based in the UK, which primarily consists of:
  - Maersk Technology employees based in Maidenhead; and,
  - Maersk Ocean and Logistics employees based in Liverpool, Birmingham, Felixstowe and London.
- The report includes roles ranging from Senior Management, Operations and IT to Sales and Customer Service.

# Pay Data

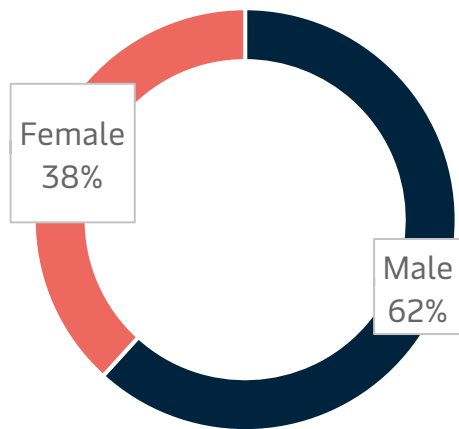
Different between gross hourly earnings for all men and all women

	Mean	Median
Gender Pay Gap 2017	29%	31.8%
Gender Pay Gap 2018	21%	29.8%
Gender Pay Gap 2019	20.5%	25.9%
Gender Pay Gap 2020	18.5%	21.9%
Gender Pay Gap 2021	21.4%	27.5%
Gender Pay Gap 2022	17.5%	19.8%
2021-2022 Difference	-3.9%	-7.7%
Overall Difference since 2017	-11.5%	-12%

# Pay Data – Quartiles

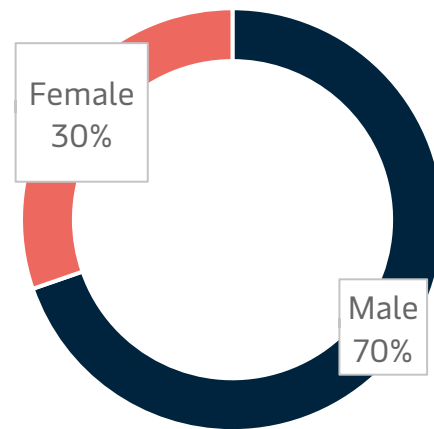
## Gender demographics in each pay quartile

Lower Quartile 1



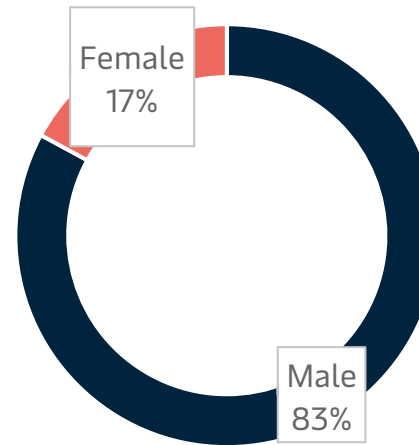
■ Male ■ Female

Quartile 2



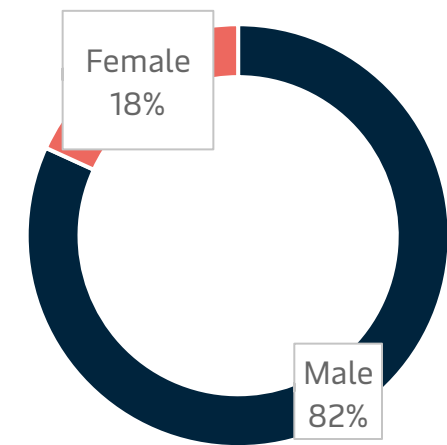
■ Male ■ Female

Quartile 3



■ Male ■ Female

Upper Quartile 4



■ Male ■ Female

# Incentive Data

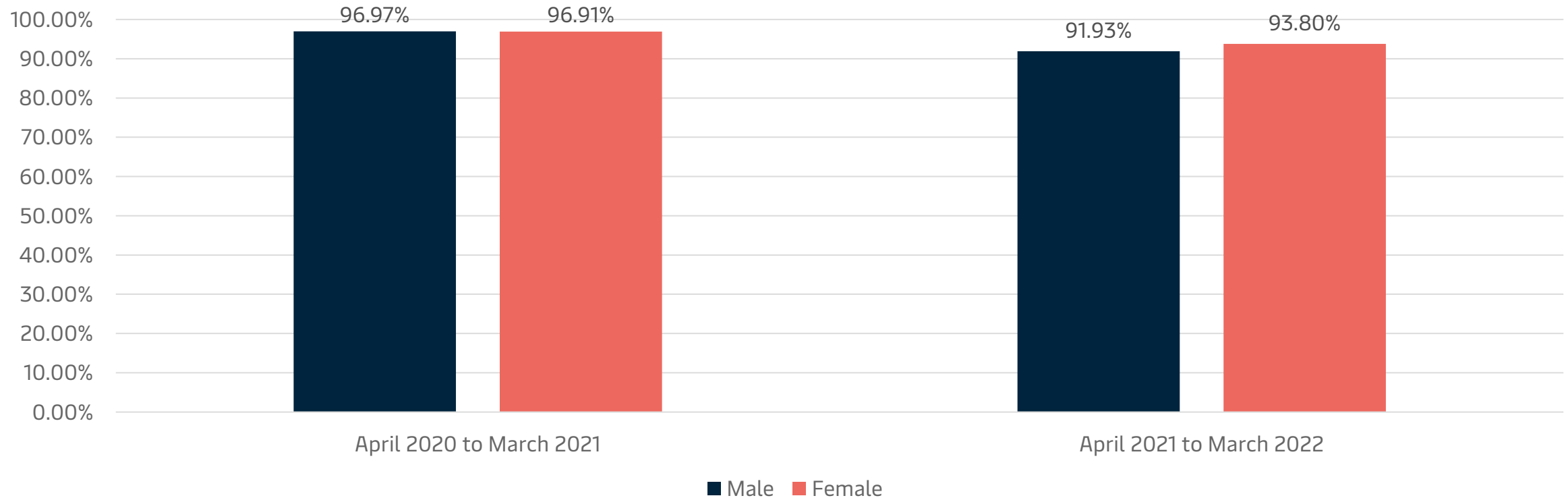
Different between bonuses paid to men and women

	Mean	Median
Gender Pay Gap 2017	35.6%	47.6%
Gender Pay Gap 2018	36.2%	45.1%
Gender Pay Gap 2019	24.9%	38.5%
Gender Pay Gap 2020	27.2%	28.6%
Gender Pay Gap 2021	27.7%	23.9%
Gender Pay Gap 2022	19%	9.6%
2021-2022 Difference	-8.7%	-14.3%
Overall Difference since 2017	-16.6%	-38%



# Incentive Data

Proportion of employees receiving a bonus



# Action Plan (1 of 2)

## Women in management

- We have been focused on increasing the number of women at our management and leadership levels since our first targets were set in 2012.
- In 2021 we revised our approach, we set new stretch targets for the top levels of our organisation.
- We believe that if we continue to focus on gender parity at the top levels of our organisation, we will start to make bigger gains in reducing the gender pay gap.

## Attracting women to Maersk

- We have set out targets for recruitment of women into Maersk that range from 30% in areas such as technology, where we know we have a double challenge due to the low amount of women in the technology talent pool and 40% for other areas of the company.
- We work with our executive recruiters, targeted talent attraction programs and our employer branding messages to target female talent and attract them into Maersk.
- We still have some way to go to meet our targets and will continue to invest in this area.

# Action Plan (2 of 2)

## Career progression

- Part of the global gender action plans that we have developed for our executives are heavily focused on career progression, including sponsorship of women, visibility of women and investment in career progression.
- We continue to invest in programs that are targeted to enabling women into leadership and opening career opportunities for them and measure the participation rate of women in our leadership programs.

## Our culture

- We know that traditionally, the maritime and logistics industry has been male dominated and with this can bring biases and stereotypes.
- We have a number of programs in place to encourage learning for our colleagues on challenging their own biases and stereotypes and ensuring a culture of psychological safety where colleagues feel empowered to bring their whole selves to work.

Thank you.

