

ASCO UK Limited

Gender Pay Gap Report 2020



ASCO is the essential partner in materials and equipment management driving supply chain efficiency in the oil and gas industry. Our core business is the operation of Supply Bases to support the oil and gas industry through an integrated supply base management service.

This gender pay gap report is based on data as at 5th April 2020. At this date ASCO employed 967 staff in the UK in a wide range of roles including quayside, warehouse, transportation, marine, shipping and support services. Our workforce is 77.4% male and 22.6% 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
2020 Pay Gap*	-4.7%	11.5%

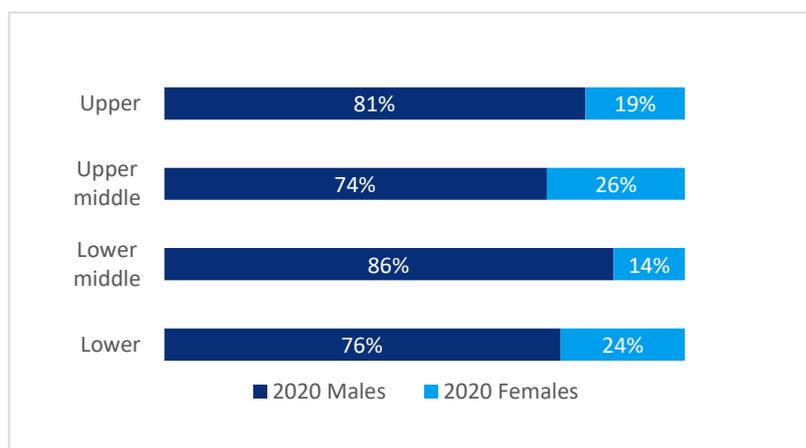
*excludes employees on furlough leave

The mean figure reports that women earn 11.5% less per hour on average than men. This means that for every £1 a man earns a woman earns £0.885. In 2019 the mean was 17.9%, there is an improvement on the pay gap between the pay for men and women between 2019 and 2020.

When you look at the median, women earn 4.7% more than men. In 2019 the median was 0.5% with women earning £0.05 less than men. This is a positive change. The average UK median gender pay gap in 2020 is 15.5%. ASCO's gender pay gap is below the UK average median gender pay gap.

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 2020.

Difference between men and women		
	Median	Mean
2020 Bonus Gap	14.3%	81.1%

The mean bonus for men is 81.1% higher than females and the median bonus is 14.3% 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 oil & gas sector is an industry wide objective.

Our areas of focus are:

- Review flexible working practices as we enter the 'new normal' following the Covid-19 pandemic.
- 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.
- 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