



GENDER PAY GAP STATEMENT

2025/26

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 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 2025.

Our calculations are based on a total of 788 relevant employees, 339 (43%) of whom were male and 449 (57%) 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 25.9%, and a median gender pay gap of 15.9%. This compares to a 2024/25 UK average (for those who reported) median pay gap of 11.2%.

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 20.3%.

We have a mean bonus gap of 34.1%.

96.7% of our female employees received a bonus in this period, compared to 96.2% of males.

5. OUR DATA

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

<u>Pay Gap</u>		<u>Bonus Gap</u>	
Mean Gender Pay Gap	25.9%	Mean Bonus Gap	34.1%
Median Gender Pay Gap	15.9%	Median Bonus Gap	20.3%
		% of Males Receiving Bonus	96.2%
		% of Females Receiving Bonus	96.7%

Pay Quartile Distributions

1st Quartile (Lowest Paid)	34% Male	66% Female
2nd Quartile	30% Male	70% Female
3rd Quartile	46% Male	54% Female
4th Quartile (Highest Paid)	65% Male	35% 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