

## Seachill UK Limited – Gender Pay Report 2017

At Seachill, we support our people to be the best that they can be. It is important that Seachill's continuing growth is linked with the growth of our people with equal opportunity for all.

In common with many other UK employers, our gender pay gap is driven by employing more males than females at a senior level. In addition, there is a history of our sector being male dominated.

### Overall Pay Gap

Our Gender Pay Gap at 5<sup>th</sup> April 2017:

1. The difference between the MEAN hourly rate of male and female employees was **17.76%**
2. The difference between the MEDIAN hourly rate of male and female employees was **11.85%**

Despite our circumstances, our pay gap is lower than the national average and reflects the focus we have on ensuring equal opportunity for all.

### Quartile Pay Bands

3. The impact of more men than women being employed in more senior roles is shown below. Here we have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of 4 quartiles:

Quartiles	Percentage Male	Percentage Female
Lower	53%	47%
Lower Middle	68%	32%
Upper Middle	59%	41%
Upper	71%	29%

### Bonus Pay

We are also required to report on the bonus payments received by male and female employees to identify the bonus Gender Pay Gap, for those receiving bonus pay (data relates to bonus payments received in the 12 months ending 5<sup>th</sup> April 2017):

4. The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **49.86%**
5. The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **12.16%**
6. **8.88%** of male employees received bonus pay; **4.32%** of female employees received bonus pay

The difference between the mean and median bonus payments reflects that we have more senior male colleagues than senior female colleagues and secondly in 2016/17 payments were made under a long-term incentive plan to a small number of senior males.

It is essential that we continue our focus on equal opportunity for all and reduce the gap. In this respect, a new approach to capability and succession piloted in 2017 will be implemented this year. This activity along with many others continue the journey of supporting our people to be the best they can be whoever they are.

I confirm that the information above is accurate.

**Simon Smith, Director**

**Seachill UK Limited**

27 March 2018