



Gender pay gap report 2021

About Semco Maritime Ltd.

Semco Maritime Ltd is a project engineering company dedicated to providing the global energy sector with projects, solutions and competences. Everyone in the global Semco Maritime team is dedicated to supplying quality solutions to the energy sector to meet the increasing demand for energy

We specialise in delivering turnkey solutions for the offshore wind and oil gas industries.

Semco Maritime has been operating in the UK since 2012 following the company's acquisition of EICA specialist Capelrig Ltd Semco Maritime Aberdeen's capabilities span four of the company's core business divisions:

- Oil & gas
- Renewables
- Rig projects
- Products & Technology



More than 40 years
in the offshore
industry



Global presence:
Denmark, Norway,
Poland, UK, Singapore,
US and Germany

Health and
safety is our first
priority when
handling projects
and other activities!



Your specialist in engineering,
design, fabrication, installation, service
and maintenance of offshore assets.



1,800
dedicated people





“ *Semco Maritime Ltd is committed to ensuring gender balance across the full spectrum of company activities. To achieve a fully inclusive workplace takes real commitment, backed by positive action from ethical leadership. We are doing that!* ”

To be an employer of choice, our focus is to attract talented people into a progressive workplace, where they can be nurtured to achieve their full potential. This will be founded on transparent equal opportunities and focusing on development based on merit and potential. With the increasing drive for energy transition, this is crucial in providing an agile workforce that celebrates new concepts and ideas.

This is our first Pay Gap Report, which helps to pave the way to ensuring that we are a fully inclusive company and committed to providing equal opportunities for all.

Thomas Nagbøl Mejlgård

Senior Vice President, People, HSEQ,
Marketing & ComEx People, Safety & Quality

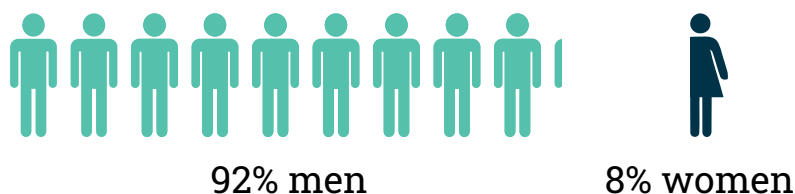
Introduction

This report details the gender pay gap reporting requirements in the UK covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since 2017 the regulations require public, private and voluntary sector organisations with 250 or more employees on a specific 'snapshot date' relevant to their sector, to report annually on their gender pay gap, using six different measures.

The gender pay gap does not measure equal pay, it is the difference in the average pay and bonuses of all men and women across an organisation

Our workforce is approximately 288 employees strong:



Reporting requirements

The regulations require reporting on pay and bonuses by employing entity as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gap
- Median bonus gap
- Bonus proportions
- Quartile pay band

Our results are published on the Government website, categorised by industry sector.

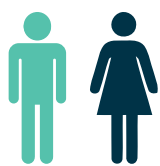
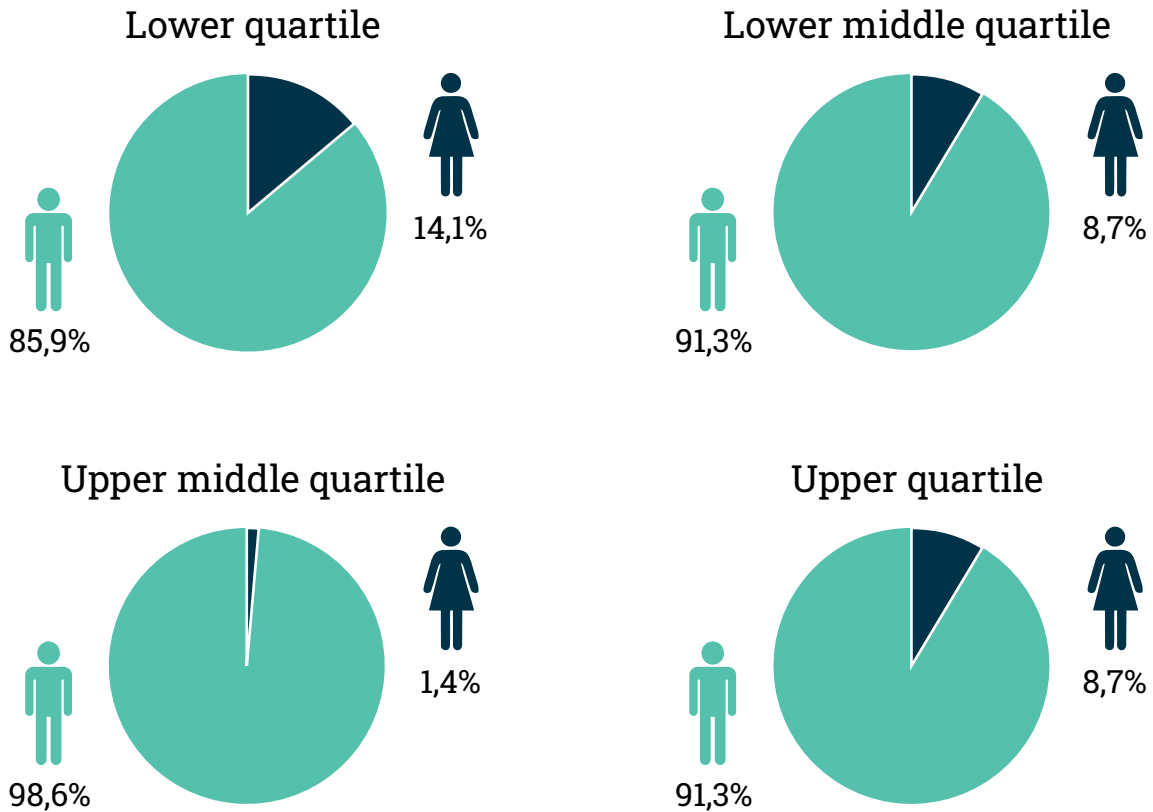
Mean and Median

The gender pay gap shows the difference between the mean (and the median (mid point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.

2021 gender pay gap results

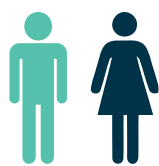
Gender split by quartile:

The proportion of men women in each quartile ...



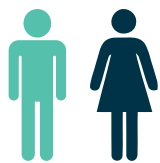
16,4%

The difference in mean pay of men and women



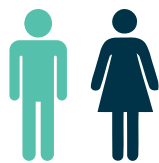
19,7%

The difference in median pay of men and women



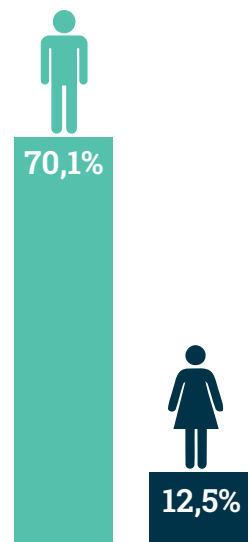
16,6%

The difference in mean bonus pay of men and women



58,2%

The difference in median bonus pay of men and women



The percentage of men and women who receive a bonus payment.

Analysing our gender pay gap

The Gender Pay Gap is a calculation that compares the rates of pay for all employees within the organisation.

The Gender Pay Gap is influenced by many factors, including industry sectors and societal norms and does not consider differences in job function, job level, qualifications and experiences.

- 1. A greater number of males in technical roles and more females in support roles typically technical roles attract a higher salary than support roles.**
- 2. More males in senior positions within the company, senior roles attract a higher salary.**
- 3. Bonus payments are applicable in line with Client requirements for offshore employees, with the predominance of males in these roles.**

These demographics are reflective of our core business divisions, whereby the predominance of men in the offshore sector have influenced our gender pay gap. We are committed to taking steps to change this.



Reducing our gender pay gap pay gap results

Attract

We are reviewing our recruitment processes to ensure they are inclusive, transparent and free from bias.

We are working with industry bodies to engage and promote diversity within our apprentice programmes.

Develop

We are reviewing our training competency development practices to ensure transparent and equal opportunities for everyone.

Retain

We are reviewing and promoting our benefits that appeal to a diverse workforce and endeavour to offer a flexible working environment that matches lifestyle expectations.

I confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations:



(signature)





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