



**GENDER PAY GAP  
REPORT April 2026**



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## OVERVIEW

The Equality Act 2010 (Gender Pay Gap Information) Regulations came into force on 6 April 2017.

ACAS and the GEO (Government Equalities Office) developed and published the guidance on the Gender Pay Gap Reporting Regulations (Managing Gender Pay Gap Reporting in the Private and Voluntary Sectors). This document was used in conjunction with the published Regulations to produce this report.

The regulations require all private, voluntary and public sector employers with a headcount of 250 or more employees to publish information pertaining to their gender pay gap under four specific headings:

- Difference in hourly pay
  - Mean (average)
  - Median
- Percentage of men and women in each pay quarter
- Percentage of men and women who received bonus pay
- Difference in bonus pay

As required by the regulations, the data relates to the pay period which encompasses the 'snapshot' date which for this report is the 5 April 2025. The data is published on our Company website and the dedicated Government website within the 12-month period following the 5 April annually. The report will remain on our website for a period of three years.

# THE GENDER PAY GAP REPORT

The information for this report is taken from the pay period including the snapshot date of the 5 April 2025 for Gardline Limited. This information is accurate at the time of writing this report.

## 1. Gender pay gap for hourly pay

- a. **Mean** (average): based on the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, the mean (average) gender pay gap in hourly pay as a percentage of men's pay is 17.39%. This means that on average, women at Gardline Limited are paid 17.39% less than men.
- b. **Median**: based on the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, the median gender pay gap in hourly pay as a percentage of men's pay is 12.85%. This means that when using the median, women at Gardline Limited are paid 12.85% less than men.

## 2. Percentage of men and women in each pay quarter

Based on the hourly pay of male and female full-pay relevant employees, the percentage of men and women in each pay quarter is as follows:

### Lower hourly pay quarter

Men	69.09%
Women	30.91%

### Lower middle hourly pay quarter

Men	67.86%
Women	32.14%

### Upper middle hourly pay quarter

Men	75.68%
Women	24.32%

### Upper hourly pay quarter

Men	86.61%
Women	13.39%

### 3. Percentage of men and women who received bonus pay

Based on the distribution of bonus payments made in the 12 months ending 5 April 2025, the percentage of men and women relevant employees who received bonus pay are as follows:

**Men:** 84%

**Women:** 81%

### 4. Gender pay gap for bonus Pay

- a. **Mean** (average): based on the difference between the mean bonus pay of male full-pay relevant employees and that of female full-pay relevant employees, the mean (average) gender pay gap in bonus pay as a percentage of men's pay is 6.74%. This means that women at Gardline Limited receive 6.74% less bonus pay than men.
- b. **Median:** there is no difference between the median bonus pay of male full-pay relevant employees and that of female full-pay relevant employees.

## SUPPORTING STATEMENT

The average gender pay gap for Gardline is 17.39% which means on average women are paid 17.39% less than men. Taking the median, women are paid 12.85% less than men.

The gender pay gap for the average has increased slightly compared to the previous year but the median has reduced significantly from levels reported in the previous year with the median gender pay reducing from 18.7% to 12.85%.

The percentage of male and female workers receiving bonus pay during this period had a gap of only 3%. In our previous report, on average women received 18.53% less bonus pay than men but we are pleased to report that this gap is now heavily reduced to 6.74% as continue to focus on reducing this gap.

We are committed to gender equality and fairness in the workplace, and we will continue our focus on valuing and rewarding employees based on their performance and contributions, regardless of gender.

We acknowledge that our gender pay gap is above the UK average of 6.9% for full-time employees reported by the ONS (Office of National Statistics) as of April 2025, however, it does reflect the maritime and offshore industry we operate in and as such, the scale of the gender pay gap should be viewed in this context.

Overall, whilst we recognise the need to continue our focus on attracting and developing women across our organisation. We continue to take positive steps to improve our gender equality and inclusion through training and education and we will continue to monitor and address the differential between men and women within our business.

I, Christiaan Vermeijden, CEO, confirm that the information in this statement is accurate.



Signed

Date: 20<sup>th</sup> March 2026