

Gender Pay Gap report - CMA CGM (UK) Shipping Limited April 2019

Introduction

All UK companies with more than 250 employees are required to publish a Gender Pay Gap Report using Government guidelines. Gender equality is a strategic commitment in CMA CGM UK Shipping, and we have a number of initiatives to promote equality in the workplace.

Demographics

This pay gap report is based on a snapshot date of 5 April 2019.

The calculations below are based on a total of 305 relevant employees, 171 (56%) are male and 134 (44%) are female.

Gender Pay Gap

Overall, we have a mean gender pay gap of 11.37%, which is much lower than the UK average of 17.9%.

Our median gender pay gap is 6.49%, which is lower than the UK average of 9.6%.

Our gap is due to having more males in the most senior positions with the Company.

Gender Bonus Gap

The mean gender bonus gap is 27.8%.

The median gender bonus gap is 12.67%.

The proportion of male employees receiving a bonus is 81.5% and the proportion of female employees receiving a bonus is 77%.

Activities towards Gender Pay

The Gender Pay Gap at CMA CGM (UK) Shipping is much lower than the UK mean average of 17.9% and industry standard, and we are pleased with this. We have mechanisms in place to ensure that males and females are treated equally at opportunities where salaries or promotions are considered. However, we will continue to look for further ways to close the gap between the pay of males and females through our ongoing projects.

Other Data

Quartile Band	% of male employees	% of female employees
Upper	67.07%	32.93%
Upper Middle	55.13%	44.87%
Lower Middle	44.26%	55.74%
Lower	44.26%	55.74%
All quartile pay bands	56.07%	43.93%

The results reflect the activities that have already been carried out by the UK group, and we will continue to promote gender equality through numerous projects that are ongoing.

Statement

On behalf of CMA CGM (UK) Shipping Limited, 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.



Robert Waterman
Chief Executive Officer