



Gender Pay Gap Reporting

This is the first report for North Star (Guernsey), the Company, based on the UK's new gender pay gap reporting requirements.

The females employed are in the majority officers and as a result both the mean and median averages on hourly rate and bonus pay are higher than average male employees which generates a negative gender pay gap. Our continued commitment to training and development will ensure females attracted to the industry continue to be represented at senior levels.

The Company partners with a training provider to give cadetships to qualify people to work at Officer level in the Merchant Navy. Currently 60% of the females employed by the Company are at Officer level having undergone sponsored training provided by the Company.

The Company's gender pay gap is strongly influenced by the make up of its employees, specifically that the Merchant Navy, and in particular the ERRV sector is a traditionally male dominated sector. Data from job applicants show that 100% of applicants for vacancies are from males in the three months to January 2018. The International Transport Workers Federation (ITF) estimates that, only 2% of global seafarers are women and 94% of those female seafarers work either cruise ships or passenger ferries.

Salaries for ranks are collectively agreed meaning that females of a particular rank receive **100%** of that of their male equivalents

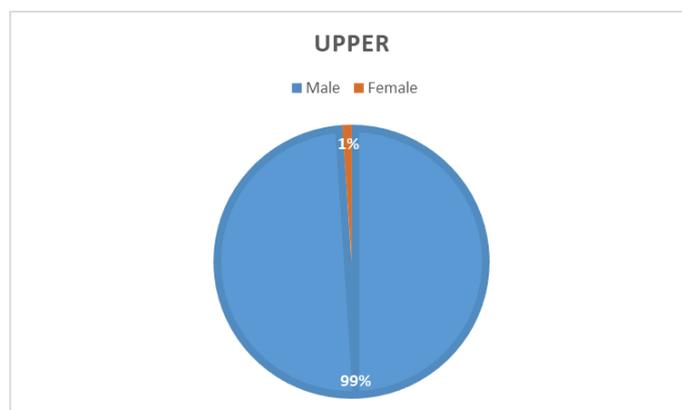
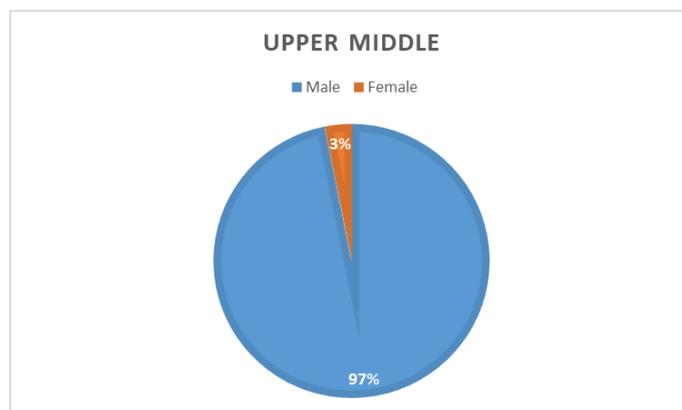
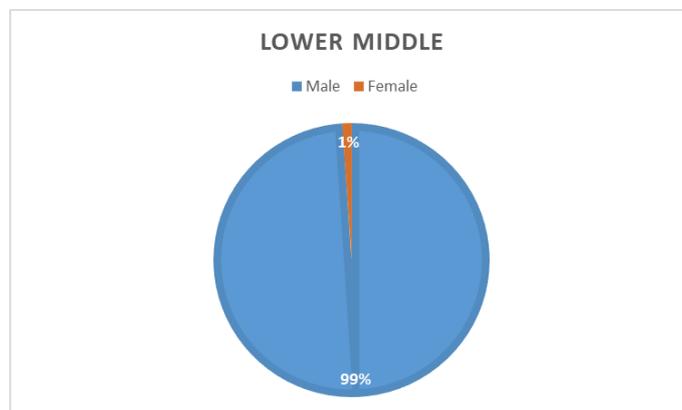
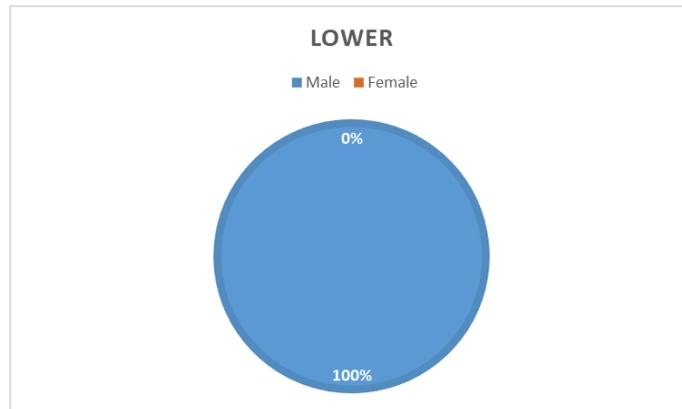
The Company has and will continue to provide opportunities to females where possible.

Callum Bruce

Chief Executive Officer

North Star

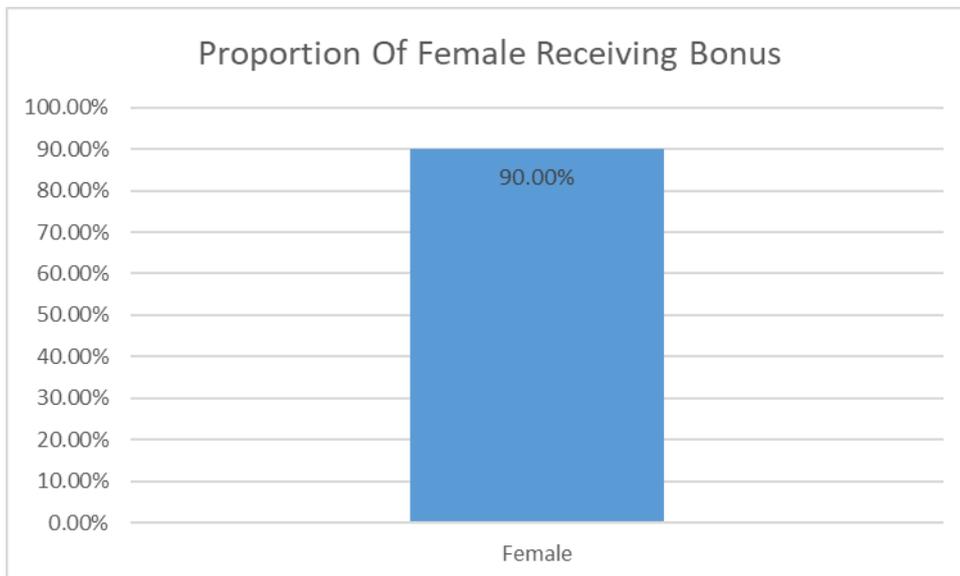
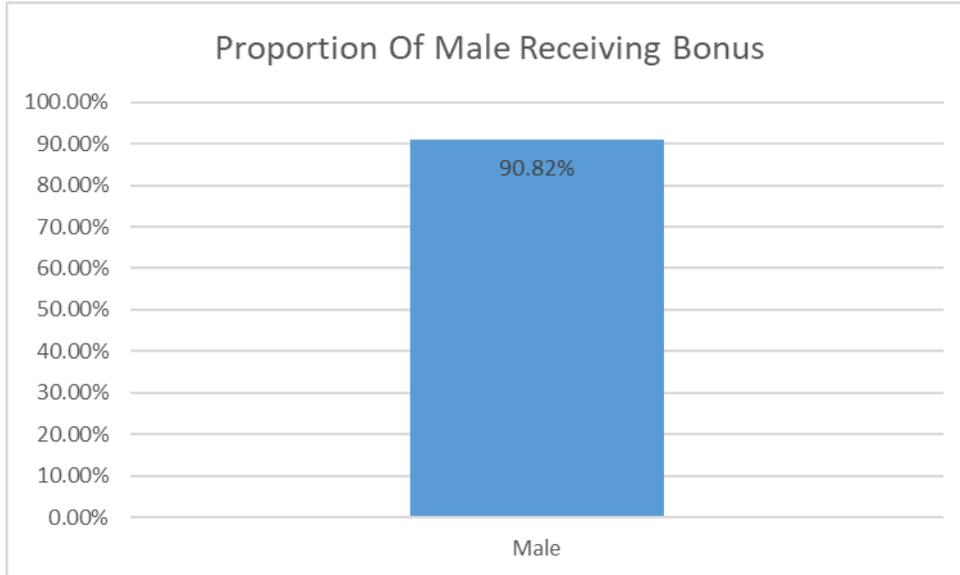
Male and female employees according to quartile pay bands



Difference between males and female employees

	Mean	Median
Hourly rate of pay	-17.76%	-10.74%
Bonus Pay	-21.73%	-2.06%

Male and female employees receiving bonus pay



Pay data from the pay period including 5th April 2017, as specified by the UK regulations

Pay calculations are based on basic salary, variable pay, and any bonus payments. The calculation excludes any overtime payments.

Actual bonus payments made in the 12 months to April 2017, as specified by UK regulations

Bonus calculations are based on the total loyalty bonus, AMA bonus, D/C bonus, and vessel bonus