

Safe, Caring, Collaborative, Innovative, Sustainable

North Star (Guernsey) Limited is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5th April 2020.

- The mean gender pay gap for North Star (Guernsey) Limited is **-14.1%**.
- The median gender pay gap for North Star (Guernsey) Limited is **-19.8%**.
- The mean gender bonus gap for North Star (Guernsey) Limited is **-52.7%**.
- The median gender bonus gap for North Star (Guernsey) Limited is **-57.8%**.
- The proportion of male employees in North Star (Guernsey) Limited receiving a bonus is 91% and the proportion of female employees receiving a bonus is 100%.

Pay quartiles by gender

Band	Males	Females	Description
A	99.5%	0.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	99.5%	0.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	99.5%	0.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	98.5%	1.5%	Includes all employees whose standard hourly rate places them above the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The 'lower quartile' is the lowest group/ The 'upper quartile' is the highest group.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What are the underlying causes of North Star (Guernsey) Limited's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

North Star (Guernsey) Limited is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a

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clear policy of paying employees equally for the same or equivalent work, salaries are collectively agreed meaning that females of a particular rank receive **100%** of that of their male equivalents.

North Star (Guernsey) Limited is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries payable for these ranks as agreed with the recognised Trade Union.

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. The females employed are in the majority officers and as a result both the mean and median averages on hourly rate are higher than average male employees which generates a negative gender pay gap.

This can be seen above in the table depicting pay quartiles by gender. This shows North Star (Guernsey) Limited workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). Within North Star (Guernsey) Limited, women represent 2% of Band C and D, but only 1% of Band A and B.

How does North Star (Guernsey) Limited's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that North Star (Guernsey) Limited's gap compares favourably with that of other organisations.

The mean gender pay gap for the whole economy (according to the October 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.6%. At **-14.1%**, North Star (Guernsey) Limited's mean gender pay gap is, therefore, significantly lower than both that for the whole economy.

The median gender pay gap for the whole economy (according to the October 2020 ONS ASHE figures) is 15.5%. At **-19.8%**, North Star (Guernsey) Limited's median gender pay gap is, therefore, significantly lower than both that for the whole economy.

Comparison with other organisations

	North Star (Guernsey) Limited	2020 ONS ASHE whole economy
Mean gender pay gap	-14.1%	14.6%
Median gender pay gap	-19.8%	15.5%

The mean gender bonus gap and the median gender bonus gap for North Star (Guernsey) Limited are relatively large at **-52.7%** and **-57.8%**. However, when looked at in terms of cash amounts rather

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than percentage terms, the figures involved are comparatively small, at **-£836.10** and **-£866.69** respectively.

The proportion of men at North Star (Guernsey) Limited who received a bonus in the 12 months up to 5 April 2020 was 91%, while for women this was 100%. This reflects the higher proportion of women working on D/C Vessels and in AMA roles that, under our current policy, attract a bonus.

What is North Star (Guernsey) Limited doing to address its gender pay gap?

While North Star (Guernsey) Limited's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject about which North Star (Guernsey) Limited is complacent, and it is committed to doing everything that it can to ensure equal treatment. However, North Star (Guernsey) Limited also recognises that its scope to act is limited in some areas - it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

The Company has and will continue to provide opportunities to females where possible and any initiatives launched to increase female representation will be reported on the company intranet.

Matthew Gordon

Chief Executive Officer

North Star HoldCo Limited

Pay data from the pay period including 5th April 2020, 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 2020, as specified by UK regulations

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