

UK gender pay gap reporting 2020/21

for

Maersk Offshore Crew Management (Guernsey) Ltd.

Reporting scope

Maersk Offshore Crew Management (Guernsey) Ltd. is a subsidiary of Maersk Drilling, an organization headquartered in Denmark, which provides high-efficiency drilling services to oil and gas companies around the world. It should be noted that the figures reported here on the gender pay gap are not representative of the whole of Maersk Drilling, nor of Maersk Offshore Crew Management (Guernsey) as these figures relate only to a small proportion of the company's employees who are exclusively offshore workers on the UK continental shelf.

Reported results for the UK employees of Maersk Offshore Crew Management (Guernsey) Ltd.

Women earn on average 33% less than men (mean)

Women earn on average 19% less than men (median)

	Male	Female
% of relevant employees paid bonus	9%	0%
Women earn on average 100% less bonus than men (mean)		
Women earn on average 100% less bonus than men (median)		

Full pay employees	Male	Female
Quartile 1 (lowest)	100%	0%
Quartile 2	95%	5%
Quartile 3	100%	0%
Quartile 4 (highest)	100%	0%

Maersk Drilling's overall ambition and actions

Maersk Drilling supports equal pay for equal work, regardless of gender, nationality, religion, sexual orientation, socioeconomic background, sexual orientation, or disability

The existence of a pay gap in Maersk Drilling is primarily due to the fact that Maersk Drilling is part of an industry with a general underrepresentation of women in leadership positions with higher salary levels. In addition, Maersk Drilling has a significantly higher representation of men in the relatively well-paid offshore roles and a significantly higher representation or women in administrative roles which are traditionally more low-paying jobs.

In the case of Maersk Offshore Crew Management's UK employees, the female employees all belonged to the same position category in 2020, in which there was no pay gap compared to men in the same position category.

Maersk Drilling has initiated a plan to increase diversity at all levels in the organization and has started by addressing the gender diversity onshore. We expect this to drive diversity on a broader level. In addition, we are focusing on building an inclusive culture through awareness campaigns and leadership development with the aim of producing an environment that embraces diversity among our employees.

Targets have been set for female representation at management level, senior management level, and executive management level onshore and specific action plans are being rolled out to address recruitment, promotion, and other key issues.

We expect these efforts to produce cascade effects across all diversity parameters and will use the lessons learned to address the particular challenges for our offshore employees in the coming years.

Signed July 2021,

Karen Mitchener
Director