



Shipping | Logistics | Marine

GAC UK

Gender Pay Gap Report

2025



Gender Pay Gap results

Introduction

The gender pay gap is the difference between the average pay of men and women in an organisation. Any employer with 250 or more employees on a specific date each year must report their gender pay gap data. The data included in this report is based on a snapshot from 5th April 2024. As a company with over 250 employees on this date, GAC Services (UK) Ltd (brand name GAC UK) has a statutory requirement to report our gender pay gap data, which has been calculated in accordance with the regulations set out by the UK Government.

At GAC UK our focus is on providing integrated shipping, logistics and marine solutions to diverse industries, from offshore oil & gas and renewable energy to every aspect of the shipping sector, from cruise liners and superyachts to tankers and dry bulk vessels. Additionally, our teams dedicated to marine leisure, sports, events, automotive, and aviation sectors offer specialised services tailored to these niche markets. The highest standards of customer service, operational excellence and delivery are central to everything we do. We undertake a robust annual salary review process utilising set wage parameters for each role. We operate a discretionary bonus scheme, for eligible employees, which is based on individual, team and company performance.

As part of our MARS30 Sustainability program, we are committed to fostering a supportive and inclusive workplace, prioritising the health and safety of our employees, and maintaining equitable and ethical labour standards across all stakeholders. Additionally, we operate a dedicated working group to explore avenues for increasing the representation of female Shipping Agents within our workforce. We also provide enhanced maternity and paternity benefits, as well as flexible working arrangements, to encourage more women into our workforce. For more information about our MARS30 program, please visit our [website](#).

Gender Pay Gap Data

While a gender pay gap exists within GAC UK, it does not indicate any discrepancies in equal pay practices. We are confident in our commitment to equal pay for equal work, ensuring that both women and men performing the same or similar roles, or roles of comparable value, receive equal pay.

The gender pay gap within our organisation is primarily influenced by the higher proportion of male employees compared to female employees, particularly in management and senior management positions. Consequently, this disparity also reflects in the average bonus gap. However, the median bonus gap indicates that the median bonus pay for women is higher, which we consider a more accurate reflection of our data. This gap is partly attributed to the historical predominance of men in the shipping industry, the nature of our business. Nonetheless, we are witnessing a growing number of women joining our workforce and advancing into senior roles. We remain dedicated to fostering a diverse and inclusive workforce, and we are actively working to change the demographics of the industry.

Gender Pay Gap

Mean (average) 13.27%	Median (middle) 3.73%
Average Hourly Pay	
Male £20.42 - mean £17.73 - median	Female £19.29 - mean £15.75 - median

Gender Bonus Gap

Mean (average) 17.61%	Median (middle) -5.36%
Average Bonus Pay	
Male £2240.96 - mean £950 - median	Female £1,846.75 - mean £1000 - median
% of men & women who received a bonus	
Male 73.37%	Female 62.81%

Hourly pay Quartiles

Upper	76.4% (M)	23.6% (F)
Upper middle	66.7% (M)	33.3% (F)
Lower middle	75% (M)	25% (F)
Lower	62.5% (M)	37.5% (F)

Commitments and Action Plan

- Continuation of management development programme.
- Review and implement policies that are inclusive and attractive to everyone, including females.
- Review our family freindly policies.
- Work with local schools / colleges to promote and attract a wide range of candidates to the industry.
- Enhance recruitment process to ensure we are finding the most suitable candidates for each role.
- Continue to leverage hybrid and flexible working to strengthen our commitment to an inclusive work place for everyone and to support a positive work life balance.

Accuracy Statement

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.

Nick Browne

GAC UK Managing Director