



Change.  
The business of energy.

# Gender pay gap report 2024-2025

# About Semco Maritime Ltd.

Semco Maritime is an international engineering and contracting company rooted in both the conventional energy sector and the offshore wind industry. This puts us in a unique position to bridge today's and tomorrow's solutions together with world-leading partners across the globe. Constantly seeking clever and pragmatic ways to realise global energy ambitions and enable a fossil-free future.

Semco Maritime has been operating in the UK since 2012 following the company's acquisition of EICA specialist Capelrig Ltd. Today, Semco Maritime Aberdeen's capabilities span four of the company's core business divisions:

- Conventional energy
- Renewables
- Rig projects
- Products & Technology

The infographic consists of six dark blue panels with white text and icons. The top row has three panels: 'Project-driven partnerships with world-leading partners' with a globe icon; 'Global presence: Denmark, Norway, Germany, Poland, UK, Singapore and US' with a globe icon; and 'Rooted in both conventional energy and renewables' with icons of an offshore rig and a wind turbine. The bottom row has three panels: 'Global engineering, procurement and construction contractor' with icons of a compass, a hand holding a torch, and a wrench; '2,000 employees' with icons of a person at a laptop and a person in a hard hat; and 'Bridging today's and tomorrow's solutions to realise global energy ambitions' with no icons.

Project-driven partnerships with world-leading partners

Global presence: Denmark, Norway, Germany, Poland, UK, Singapore and US

Rooted in both conventional energy and renewables

Global engineering, procurement and construction contractor

2,000 employees

Bridging today's and tomorrow's solutions to realise global energy ambitions





“ *Semco Maritime Ltd is committed to ensuring gender balance across the full spectrum of company activities. To foster a truly inclusive workplace, genuine commitment coupled with proactive measures is essential.* ”

*As an employer striving to be the preferred choice, our aim is to draw in skilled individuals to a forward-thinking environment, where their talents can flourish. Central to this endeavour is a commitment to transparent equal opportunities and prioritizing development based on merit and potential.*

*We are firm believers that reporting on the Gender Pay Gap is a crucial step towards solidifying our dedication to providing equal opportunities for everyone.*

**David Hutchinson**

Managing Director & UK Country Head

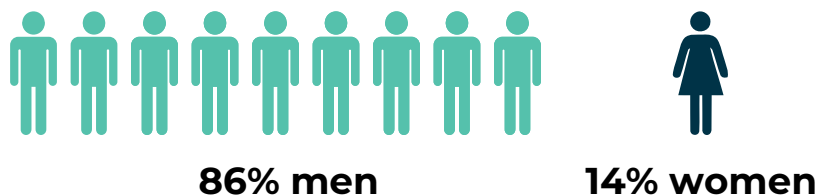
# Introduction

This report details the gender pay gap reporting requirements in the UK covered under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Since 2017 the regulations require public, private, and voluntary sector organisations with 250 or more employees on a specific 'snapshot date' relevant to their sector, to report annually on their gender pay gap, using six different measures.

The gender pay gap does not measure equal pay, it is the difference in the average pay and bonuses of all men and women across an organisation.

**Semco Maritime Ltd overall headcount: 295 employees:**



## Reporting requirements

The regulations require reporting on pay and bonuses by employing entity as follows:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gap
- Median bonus gap
- Bonus proportions
- Quartile pay band

Our results are published on the Government website, categorised by industry sector.

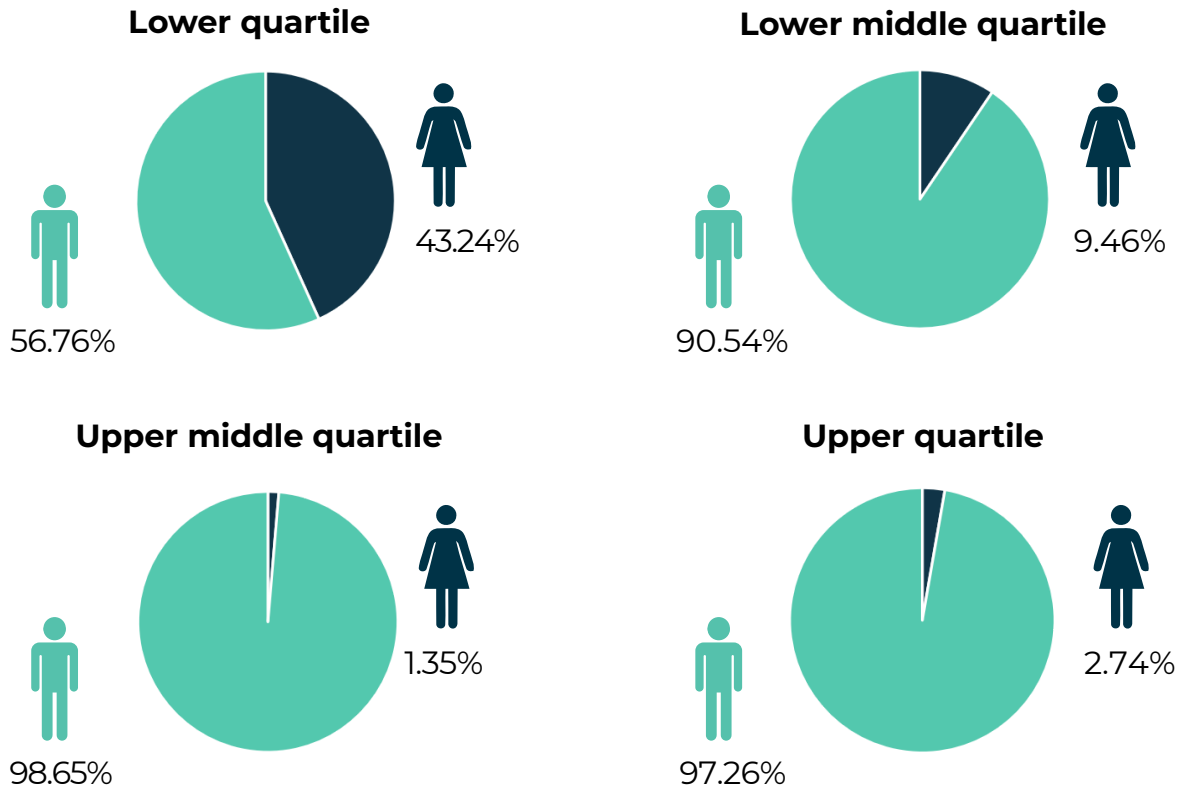
### **Mean and Median**

*The gender pay gap shows the difference between the mean (and the median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.*

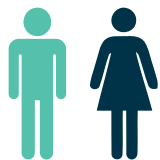
# 2024/25 gender pay gap results

## Gender split by quartile:

The proportion of men women in each quartile ...



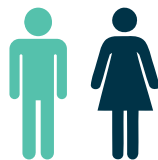
## Gender Pay Gap:



35.6%

### Mean gender pay gap

The difference in mean pay of men and women



47%

### Median gender pay gap

The difference in median pay of men and women



78.9%



36.2%

### Percentage who received a bonus

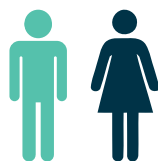
## Bonus Pay Gap:



35.4%

### Mean bonus pay gap

The difference in mean bonus pay of men and women



18.2%

### Median bonus pay gap

The difference in median bonus pay of men and women

# Analysing our gender pay gap

The Gender Pay Gap is a calculation that compares the rates of pay for all employees within the organisation.

The Gender Pay Gap is influenced by many factors, including industry sectors and societal norms and does not consider differences in job function, job level, qualifications, and experiences.

1. A greater number of males in technical roles and more females in support roles. Technical roles typically attract a higher salary than support roles.
2. More males in senior positions within the company. Senior roles attract a higher salary.
3. Bonus payments are applicable in line with client requirements for offshore employees, with the predominance of males in these roles.

These demographics are reflective of our core business divisions, whereby the predominance of men in the offshore sector has influenced our gender pay gap. We are committed to taking steps to change this.



# Reducing our gender pay gap pay gap results

## Attract

We are reviewing our recruitment processes to ensure they are inclusive, transparent and free from bias.

We are working with industry bodies to engage and promote diversity within our apprentice programmes.

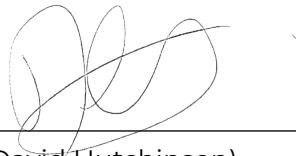
## Develop

We are reviewing our training competency development practices to ensure transparent and equal opportunities for everyone.

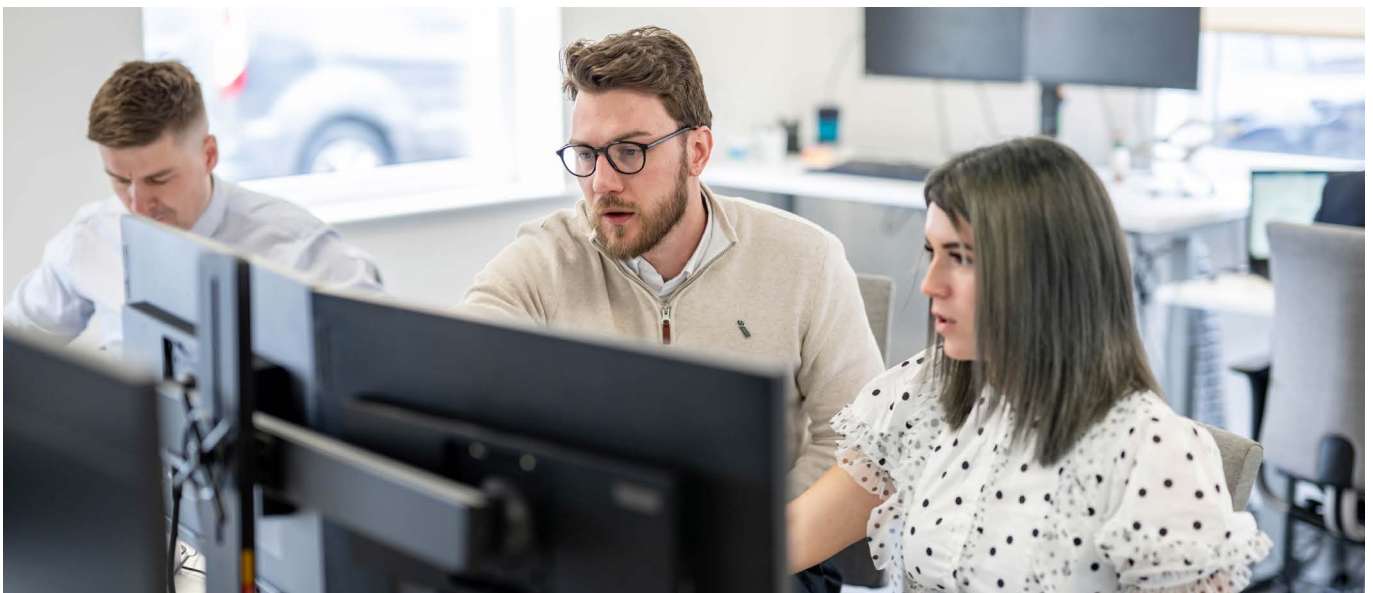
## Retain

We are reviewing and promoting our benefits that appeal to a diverse workforce and endeavor to offer a flexible working environment that matches lifestyle expectations.

**I confirm that our UK gender pay gap calculations are accurate and meet the requirements of the regulations:**



(David Hutchinson)



## We are in the business of energy change.

Semco Maritime's expertise is rooted in both conventional energy and renewables. This puts us in a unique position to bridge today's and tomorrow's solutions. To constantly seek clever and pragmatic ways to realise global energy ambitions and reach the next destination. And the next one after that.

Because we are in the business of energy. And we are here to change it. Together.

### **Semco Maritime Ltd.**

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