

We at Whale ensure that no potential or current employee is treated less favourably on the grounds of sex (or any of the protected characteristics under the Equality Act 2010). This applies to recruitment and extends to training, appraisals and promotion opportunities. We reward our staff fairly for the role that they undertake regardless of gender.

Our calculations reveal that we employ more males than females. Whilst we can say that men and women have equal pay for equal work at Whale Tankers, we recognise the need for action in eliminating the gender pay gap.

We have grown rapidly over the last few years and are always striving to tackle our gender ratio and pay gap.

We know that if we stick to being fair and equitable with all our employees we will continue to drive down the gender pay gap. We would like to see more female representation on the senior management team, and will actively try to encourage that if the opportunity arises.

We have different areas in our business that historically attract a higher proportion of males and we need to address this more pro-actively. We will focus on creating the right culture to encourage females to apply for senior management roles by:

Reviewing our recruitment and selection processes to understand why we are not attractive to female senior leaders, and then action those points.

Striving to have a more balanced male to female ratio throughout various departments and in particular within management which will then feed into the metric for internal promotions.

We as an organisation are working on appraisal processes which in turn will feed into talent management and succession planning to aim to achieve an increase in females within senior roles.

Quartiles	Upper	Upper Middle	Lower Middle	Lower
Male	94.4%	98.6%	91.8%	75.3%
Female	5.6%	1.4%	8.2%	24.7%

No bonuses were paid to males or females during the reporting period.

Karl Pearson

Finance Director

