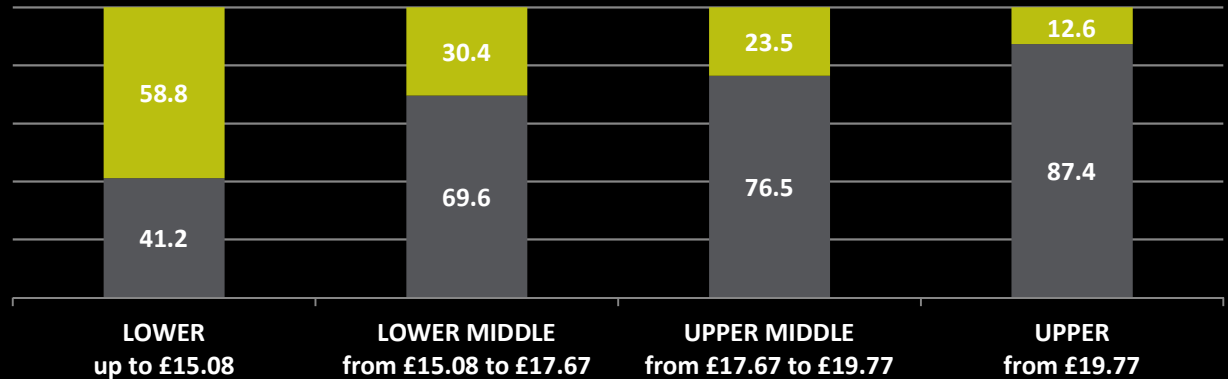


ENTIER LTD GENDER PAY GAP REPORT 2018

Hourly Gender Pay Difference – Mean	Hourly Gender Pay Difference – Median
22.5%	15.9%



Entier are proud to have continued our recognition as an Employer of Choice during 2018, where we were commended with the following awards:

Large Company of the Year 2018 – The Press & Journal Gold awards
Great Company (Large) – SPE Aberdeen Offshore Achievement Awards

Entier is committed to ensuring that it has an inclusive, diverse and talented workforce. Our aim is to attract and retain the best people regardless of their gender, however, we strongly believe that a diverse workforce enables us to continue our success as a high performing company. We acknowledge there is a Gender Pay Gap and on recognising this we have taken positive steps to address the balance during 2018.

We are committed to improving opportunities for career progression for females within the company into senior roles. Our current structure demonstrates this commitment where female managers have internally been appointed into senior management positions.

We actively encourage and identify female employees/candidates for development into senior RSG (offshore) positions, where our current demographics are predominantly male. This includes two recent internal promotions to Senior Steward positions (Chief/Lead Steward).

Our internal training and succession plans have also identified female Chef's within our current teams, these employees have been given the opportunity to undertake secondments to further their development and prepare them for potential management opportunities in the future.

We actively encourage and identify male employees/candidates into management positions onshore, where our current demographics are predominantly female. This includes two offshore employees who have internally transferred to onshore management positions.

We continue to be proud of the development of our people and offering credible career paths for our young people through our 'Fresh Olives' Apprentice Programme. Our current gender split is 70% female, 30% Male. This is a positive step to address our gender balance of the future. However, we are aware that this has an impact on our overall gender pay gap.

BONUS PAY GAP

Mean 43.6%
 Median 0%

8.1% of MEN received a bonus

4.1% of WOMEN received a bonus

