



# Carnival UK Gender Pay Report Fleet

August 2021

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# Introduction

This report provides details of the gender pay gap for onboard employees, employed by FMSI (Fleet Maritime Services International), on Carnival UK's ship Britannia. Carnival UK is most widely recognised by its famous brands P&O Cruises and Cunard.

Carnival UK, as part of the wider Carnival Corporation, is committed to a positive and just corporate culture, based on inclusion and the power of diversity. The 'Culture Essentials', launched in 2020, describe the behavioural expectations for all Carnival UK people and promote inclusive behaviour, mindsets and actions, to ensure they are brought to life and embedded throughout the organisation.



Speak Up



Respect & Protect



Improve



Communicate



Listen & Learn



Empower

Carnival UK welcomes gender pay gap reporting, as it helps to create awareness of the gender balance challenge across the organisation, informing areas of focus and assessing the impact of the positive action taken.

Carnival UK's goal is to meaningfully increase the representation of women at officer level and above, across its fleet, by April 2023 and is continuing to work towards this, with passion and commitment.

A handwritten signature in black ink, appearing to read 'AM'.

**Enrique Miguez**  
Director, FMSI

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# What is this report about?



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This report provides details of our gender pay gap for the onboard employees, employed by FMSI on Carnival UK's ship Britannia, based on data from April 2020. At this time, Britannia was the only United Kingdom registered ship within the fleet and is accordingly the only ship for which this reporting obligation applies. Due to the fluidity of employee movement onboard the fleet, year on year comparison of gender pay gap figures is not recommended. By way of detail, 2020's population of relevant employees is materially different when compared to 2019. Only 23% of the same individuals were reportable for pay in both 2019 and 2020.

The gender pay gap measures the difference in mean and median earnings (for pay and for bonuses) between all women and all men across an organisation, regardless of position held. Gender pay is different to equal pay. Equal pay is when there is no difference in pay between men and women who carry out the same or similar jobs. Our compensation is informed by an external job evaluation methodology, salary benchmarking and associated guidelines, to guide objective gender-neutral decision making around pay.

We recognise that the current gender pay gap legislation does not take into account individuals who identify as non-binary. However, as an inclusive employer we strive for inclusion and fairness regardless of how individuals identify.

## Mean gap explained

The '**mean**' is the '**average**'. The mean gender pay gap for salaries is found by comparing the mean female salary with the mean male salary, for which we look at the average hourly rate of pay of women and men at Carnival UK in April 2019. The same calculation is applied to determine the mean gender pay gap for bonuses, but for this we look at bonuses paid over a 12 month period to April 2020.

## Median gap explained

The '**median**' is the '**middle point**' and best understood by thinking in terms of a list. If we listed the salaries of all female employees in order of highest to lowest and did the same for all male employees, the median gender pay gap is calculated by taking the salary that falls in the middle of each list and comparing them. The same calculation is also applied to determine the median gender pay gap for bonuses paid, but for this we look at bonuses paid over a 12 month period to April 2020.

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# Gender pay gap summary



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## Key Dates

- 2020 Snapshot is 5 April 2020 therefore April payroll data has been used to calculate our gender pay gap
- Bonuses earned from period 6 April 2019 to 5 April 2020 have been used to calculate our bonus gap
- Fleet data restricted to FMSI employed ship's company embarked on Britannia as at the snapshot date

## Headlines

- The mean gender pay gap is 13% and the median gender pay gap is -1% in favour of females
- The bonus gaps remain in favour of females, being -12% mean and -19% median
- Female representation has increased in the upper middle quartile from 12% to 19% since 2019

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# Achieving gender balance



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# Achieving gender balance

Whilst the median gender pay gap, mean bonus gap and median bonus gap are all in favour of females, the mean gender pay gap sits at 13%. There has been a 7% increase in female representation in the upper middle quartile, however the overall number of females in each quartile is still low and lowest in the upper quartile. This all tells us that more males hold higher paid positions and, to close the gap, greater balance is needed, which holds true across the wider fleet. This is indicative of the challenges faced by the industry and there is still much to do to ensure parity of female opportunities and representation.

Carnival UK has been actively undertaking a number of initiatives aimed at improving the gender balance and carried out the following in the year preceding the reference date of 5 April 2020.

## Attraction and recruitment

- Focus groups in India on reasons for low applications from females
- Creation of promotional careers video featuring female protagonists
- Balanced selection panels
- Recommended tool in use for line managers to remove gender-biased language from job descriptions and role advertisements
- Attendance at Women in Engineering days

## Growth

- Senior leader and key colleague inclusion training
- Embedded inclusion within Leadership Expectations framework
- Enhanced maternity policy including how we'll help monitor the important early stages of pregnancy and enable a return to work of up to five years after the baby is born

## Engagement

- Accredited Bronze by Inclusive Employers as part of their Inclusive Employers Standard
- Recognised International Women's Day
- Recognised National Inclusion Week
- Regular drum beat of communications on the topic of inclusion including case studies, success stories and thought leadership
- Carnival UK Pride – increasing visibility of non-binary gender and sexuality challenges in the workplace
- Shared organisation's experiences and developed organisational subject matter knowledge through external events including D&I Leaders Forum and Women in Hospitality
- Strengthened relationships with Nautical Colleges
- Introduced a Transgender Equality and Transitioning at Work policy, which outlines the support colleagues can expect from the business and guidance for managers of individuals transitioning gender



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# Getting into the detail



# Getting into the detail

Mean gender pay gap is 13%

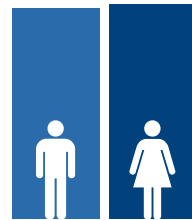


MEAN PAY GAP



The gender pay gap is an indicator that more male employees are in positions that command higher pay and, to eradicate the gap, greater balance is needed across the fleet. This is an issue seen across the industry which requires a longer term strategy to address it. Carnival UK is therefore working beyond its own organisation in order to drive change.

Median gender pay gap is -1%





MEDIAN PAY GAP



# Male:Female ratio quartiles

This table shows our employee group broken down into four equal sized parts (called quartiles), based on salary, from lowest (lower quartile) through to highest (upper quartile). The male:female ration is shown for each quartile.

Quartile	 Ratio (%) April 2019	 Ratio (%) April 2020
Lower Quartile	79:21	84:16
Lower Middle Quartile	88:12	90:10
Upper Middle Quartile	88:12	81:19
Upper Quartile	90:10	90:10

This table shows our employee group broken down into four equal sized parts (called quartiles), based on salary, from lowest (lower quartile) through to highest (upper quartile). The male:female ratio is shown for each quartile. Female representation is significantly lower than male in every quartile.

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# Bonus pay

## Proportion of bonus recipients

Overall male/female population



47.8%



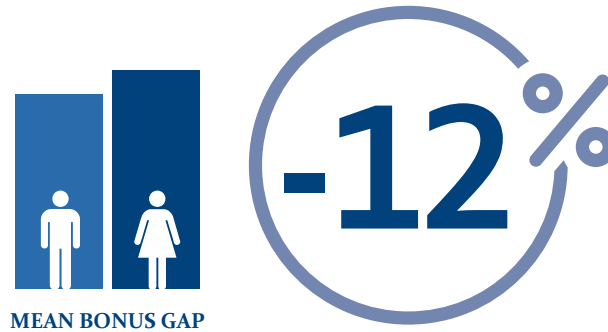
63.9%

### When calculating the gender bonus gap, bonuses...

- relating to bar incentives include only those gained on Britannia
- include vouchers, money or securities
- relate to profit sharing, productivity, performance, incentive or commission
- include 'token' amounts, e.g. long service awards
- include those received between 6 April 2019 to 5 April 2020.

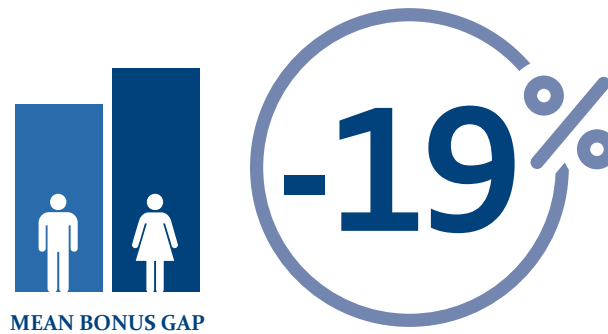
# Gender bonus pay

The gap between the mean bonus pay for males and the mean bonus pay for females is -12%



The graphs show that the mean and median bonus gap is more favourable to females

The gap between the median bonus pay for males and the median bonus pay for females is -19%



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# Statutory declaration and further information

If you would like to know more about the Gender Pay Gap Reporting Regulations, further details can be found here:

[www.gender-pay-gap.service.gov.uk](http://www.gender-pay-gap.service.gov.uk)

In addition, ACAS has provided a full description of the reporting requirements and the distinction between gender pay reporting and equal pay here:

[www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

“*I confirm the information in this statement as required by the Gender Pay Gap Reporting Regulations is accurate.*”



**Enrique Miguez**  
Director, FMSI



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