

Oyster Yachts Gender Pay Gap Report 2025

Companies with 250 or more employees are required to publish information about their gender pay gap as of 05 April each year. This report is on our gender pay gap as of 05 April 2025 and is based on data as of the snapshot date required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It provides a clear picture of the difference in average pay between men and women across our organisation.

The gender pay gap is not the same as equal pay. Men and women at our organisation are paid equally for performing equivalent roles.

The legislation requires us to calculate and publish the following measures:

- The percentage gap in mean and median pay between men and women based on their average hourly pay rate in the pay period covering 05 April
- The percentage gap in mean and median bonus paid to men and women in the twelve months preceding 05 April
- The proportion of men and women who were paid a bonus
- The proportion of men and women in each pay quartile

The figures below reflect the distribution of male and female employees across our workforce and the roles they occupy.

Hourly Pay Gap

- Mean gender pay gap (hourly): 2.7%
- Median gender pay gap (hourly): 4.8%

These results show that, on both a mean and median basis, women earn slightly less per hour than men.

However, both gaps are relatively low, indicating that hourly pay is broadly consistent between men and women and that the organisation has a fair and transparent approach to pay setting.

Bonus Pay Gap

- Mean gender bonus gap: 52.3%
- Median gender bonus gap: -39.4%

A small number of higher-value bonus payments to men lead to a larger mean bonus gap. This reflects the distribution of bonus eligible roles rather than unequal pay practices.

The negative median bonus gap shows that, among employees who received a bonus, women's typical bonus amount was higher than that of men. This occurs where bonuses paid to women tend to be more consistent in value, while bonus payments for men vary more widely.

Proportion Receiving a Bonus

- Men: 7.6%
- Women: 16.3%

A greater proportion of women received a bonus during the reporting period. This is consistent with the median bonus gap being in favour of women and reflects the nature of bonus schemes within the organisation.

Pay Quartiles

Lower quartile:

Men 83.5% | Women 16.5%

Lower middle quartile:

Men 95.9% | Women 4.1%

Upper middle quartile:

Men 87.6% | Women 12.4%

Upper quartile:

Men 92.6% | Women 7.4%

Across all four quartiles, men represent a higher proportion of the workforce. The overall structure of the business includes significantly more men in most occupational groups, and this gender distribution is the primary driver behind our gender pay gap figures.

Understanding the Results

The gender pay gap within our organisation is driven largely by workforce composition, not by differences in pay for similar work. A high proportion of our roles, across all levels, are occupied by male employees, which reflects the nature of our industry.

Our low mean and median hourly gaps indicate that men and women are paid fairly for comparable roles.

The differences observed in the bonus gap arise from:

- A small number of larger bonuses paid to men
- A higher proportion of women receiving bonuses
- More consistency in bonus values awarded to female employees

Action Plan and Ongoing Commitment

We remain committed to fairness, transparency, and equal opportunities for all employees. Over the coming year, we will continue to:

- Review recruitment practices to encourage a more gender balanced applicant pool
- Monitor pay structures to ensure ongoing equity
- Promote development and progression opportunities for all employees
- Continually assess bonus schemes for fairness and accessibility

Our objective is to build a diverse workforce and ensure that everyone has equal access to development, progression, and reward.

I confirm that the data published in the report is accurate.



Elliot Seymour
Group Human Resources Director

17 March 2026