

GENDER PAY REPORT – APRIL 2017
FORTH PORTS GROUP – WRITTEN STATEMENT

The Group comprises of Forth Ports Limited and Port of Tilbury London Limited.

At a Group level:

PAY

- >Difference in mean pay between male and female employees: 8%
- >Difference in median pay between male and female employees: 10%

BONUS PAY

- >Difference in mean bonus pay between male and female employees: -114%
- >Difference in median bonus pay between male and female employees: 14.3%
- >The proportion of male and female employees who receive bonus pay:
 - The number of employees is: 1,082
 - 93.5% of males received a bonus
 - 96.7% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	88.1%	11.9%
Upper Middle Quartile	89.6%	10.4%
Lower Middle Quartile	91.5%	8.5%
Lower Quartile	75.1%	24.9%

The Group recognises two Trade Unions – Unite and RMT.

The Logistics/Port Sector is traditionally male dominated. Over the last 9 years the Group has implemented a number of actions and has increased its percentage of female employees e.g. Chief Financial Officer, Harbour Master, Central Services, Port Manager, Business Development.

At Forth Ports Group there are a number of senior female employees in Group and Central Service roles and reflected in the Forth Ports Limited Gender Pay Report. This results in a higher mean and median gap in the Port of Tilbury London Limited Report. Where females are employed in unionised areas there is 0% gender pay gap.

It is more meaningful to consider the Group gender pay figures.

In addition, the Company has a number of Family Friendly Policies; which includes flexible working; Childcare Vouchers; enhanced maternity pay; emergency leave; etc.

The negative figure showing higher female bonus on Forth Ports Limited and Group payments reflects the concentration of senior female Managers in Group roles.

The published Gender Pay Reports for April 2017 are accurate and approved by Carole Cran, Chief Financial Officer, 29 March 2018.