

## GENDER PAY REPORT – APRIL 2017

### FORTH PORTS LIMITED

#### PAY

>Difference in mean pay between male and female employees: 4.5%

>Difference in median pay between male and female employees: -0.4%

#### BONUS PAY

>Difference in mean bonus pay between male and female employees: -106.5%

>Difference in median bonus pay between male and female employees: -16.7%

>The proportion of male and female employees who receive bonus pay:

- The number of employees is: 430
- 92% of males received a bonus
- 95% of females received a bonus

#### SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	76.6%	23.4%
Upper Middle Quartile	87.9%	12.1%
Lower Middle Quartile	90.7%	9.3%
Lower Quartile	66.3%	33.7%