



GENDER PAY REPORT – APRIL 2019

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 1.91% (5.88% in 2018)
- > Difference in median pay between male and female employees: 10.11 (7.25% in 2018)

BONUS PAY

- > Difference in mean bonus pay between male and female employees: -87.81%
- > Difference in median bonus pay between male and female employees: 0%
- > The proportion of male and female employees who receive bonus pay:
 - The number of employees is: 1,082
 - 93.2% of males received a bonus
 - 92.1% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	88.6%	11.4%
Upper Middle Quartile	86.6%	13.4%
Lower Middle Quartile	94.8%	5.2%
Lower Quartile	73.7%	26.3%