



GENDER PAY REPORT – APRIL 2020

FORTH PORTS LIMITED – WRITTEN STATEMENT

PAY

- > Difference in mean pay between male and female employees: -10.20%
- > Difference in median pay between male and female employees: 4.58%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: -63.53%
- > 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: 439
93.73% of males received a bonus
89.77% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	77.17%	22.83%
Upper Middle Quartile	84.48%	15.52%
Lower Middle Quartile	86.31%	13.69%
Lower Quartile	71.69%	28.31%