



GENDER PAY REPORT – APRIL 2021

FORTH PORTS GROUP – WRITTEN STATEMENT APRIL 2021

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 2.24%
- > Difference in median pay between male and female employees : 2.08%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: - 34%
- > 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: 1055
 - 96.10% of males received a bonus
 - 9743% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	87.12%	12.88%
Upper Middle Quartile	86.30%	13.70%
Lower Middle Quartile	90.50%	9.5%
Lower Quartile	76.51%	23.49%