



GENDER PAY REPORT – APRIL 2022

FORTH PORTS GROUP – WRITTEN STATEMENT APRIL 2022

The Group comprises of Forth Ports Limited and its subsidiaries.

At a Group level:

PAY

- > Difference in mean pay between male and female employees 3.55%
- > Difference in median pay between male and female employees : 3.66%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: -59.46%
- > 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: 1,189
 - 89.11% of males received a bonus
 - 88.10% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	89.93%	10.07%
Upper Middle Quartile	87.21%	12.79%
Lower Middle Quartile	94.95%	5.05%
Lower Quartile	74.41%	25.59%