



FORTH PORTS
LIMITED

2024-25

Gender Pay Gap Report

[Forthports.co.uk](https://www.forthports.co.uk)



Forth Ports Limited's gender pay gap has been calculated in accordance with Government regulations. The report is based on snapshot data as of 31 March 2024 and covers activities between April 2023 and March 2024.

Stuart MacGregor
Chief Financial Officer

2024-25 GENDER PAY GAP REPORT



FORTH PORTS LIMITED

HOURLY PAY

- women's median hourly pay was 6.0% lower than men's – this means they earned 94p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 1.6% higher than men's

BONUS PAY

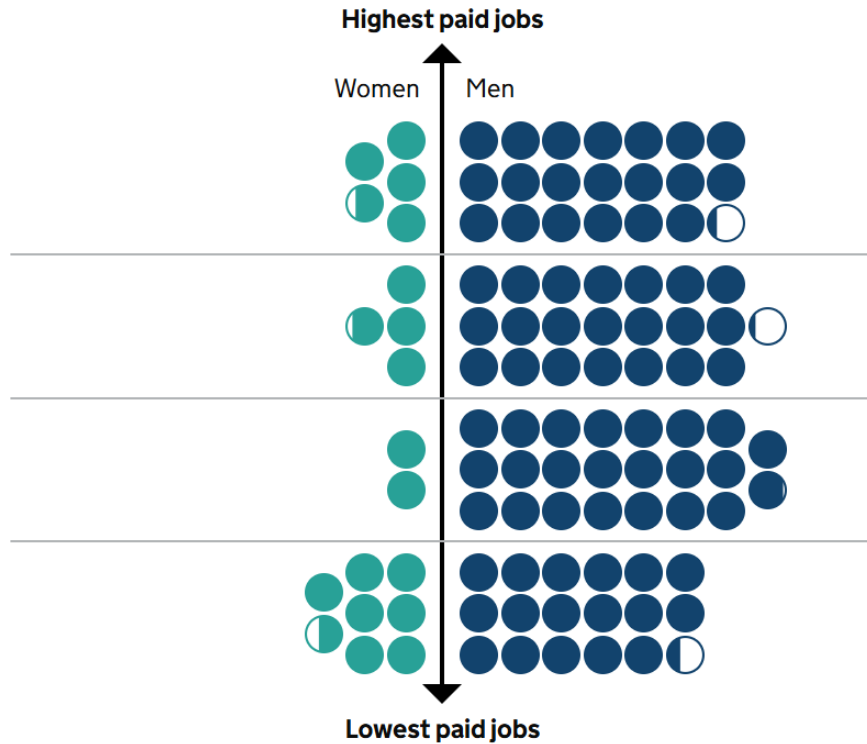
- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay



- women's mean (average) bonus pay was 35.5% higher than men's
- 92.0% of women and 92.0% of men received bonus pay

FORTH PORTS LIMITED

PAY QUARTERS



Each ● represents 1% of the employees in this organisation

WOMEN MADE UP:

- 18.9% of employees in the upper hourly pay quarter (highest paid jobs)
- 15.3% of employees in the upper middle hourly pay quarter
- 8.4% of employees in the lower middle hourly pay quarter
- 30.5% of employees in the lower hourly pay quarter (lowest paid jobs)

PORT OF TILBURY LONDON LIMITED

HOURLY PAY

- women's median hourly pay was 10.3% lower than men's – this means they earned 90p for every £1 that men earn when comparing median hourly pay



- women's mean (average) hourly pay was 17.7% lower than men's

BONUS PAY

- women's median bonus pay was 0% lower than men's – this means they earned £1.00 for every £1 that men earn when comparing median bonus pay



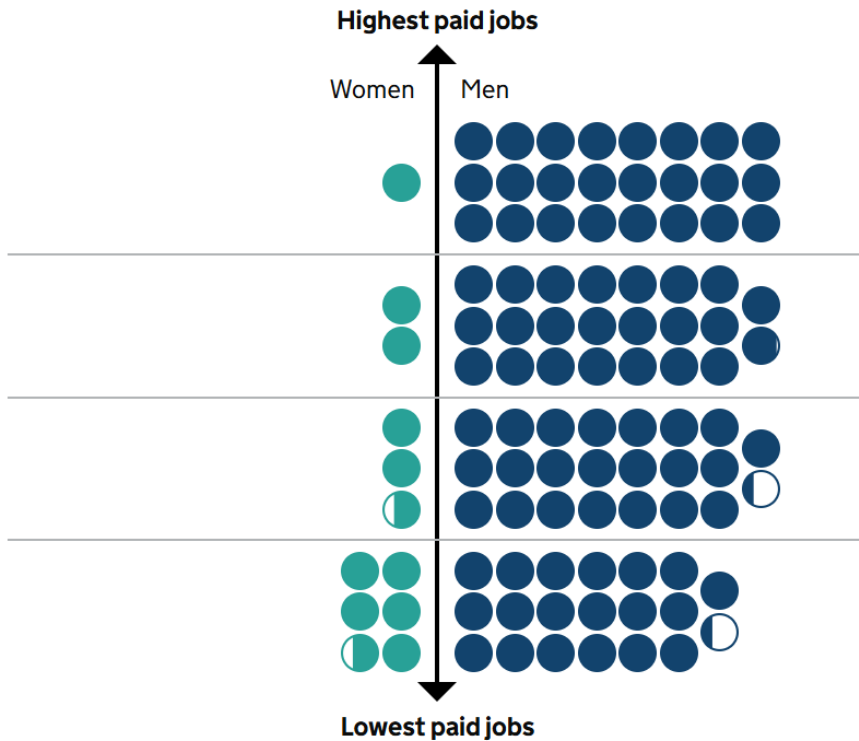
- women's mean (average) bonus pay was 57.3% lower than men's
- 97.0% of women and 95.0% of men received bonus pay

PORT OF TILBURY LONDON LIMITED

PAY QUARTERS

WOMEN MADE UP:

- 4.2% of employees in the upper hourly pay quarter (highest paid jobs)
- 8.4% of employees in the upper middle hourly pay quarter
- 10.8% of employees in the lower middle hourly pay quarter
- 22.8% of employees in the lower hourly pay quarter (lowest paid jobs)



Each ● represents 1% of the employees



FORTH PORTS
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