



GENDER PAY REPORT – APRIL 2020

**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:	-0.82%
> Difference in median pay between male and female employees :	4.25%

**BONUS PAY**

> Difference in mean bonus pay between male and female employees:	- 86.41%
> 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:	1,070
➤ 95.29% of males received a bonus	
➤ 94.26% of females received a bonus	

**SALARY QUANTILES**

Employees by Pay Quartile	Male	Female
Upper Quartile	87.65%	12.35%
Upper Middle Quartile	86.90%	13.10%
Lower Middle Quartile	92.51%	7.49%
Lower Quartile	74.16%	25.84%

Forth Ports Limited has an extensive range of family friendly policies and practices that support female employees in the workplace. The Company has been active in 2019 in identifying and implementing activities to positively address the gender pay gap. Focus has been development of women in the workforce underpinning retention along with attracting female applicants.

25% of shortlists for vacancies (totalling 75 female applicants) and 17% of all new recruits were female totalling 16 and there were two female employees internally promoted.

We recruited our first female engineer apprentice who was the successful candidate, our only female applicant, from 5 applicants attending an assessment centre.

An extensive programme of learning & development has been introduced to support our female employees and has included:

- Creating a diverse workforce
- Public Speaking for Women



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- Centenary Programme for Women in engineering
- Women in Leadership programmes for those aspiring to CEO and Board members

Activity aimed at raising the profile externally of our female employees along with supporting their development has included:

- Conference speaking
- School and University early careers event speaking

We have additionally supported our female employees in the wider community and organisation development activity with two taking on non-executive roles in other organisations, two becoming Governors and Governing Council Members in schools and another becoming an Executive Committee Member of Scottish Engineering. One of our female managers continues to undertake a public duty as an Employment Tribunal Lay member.

Forth Ports Limited signed up to the Women in Maritime Pledge which means ‘We are committed to building an employment culture that actively supports and celebrates gender diversity, at all levels, throughout our organisation, and our industry.’ As part of this we supported the ‘Maritime and Me’ efforts with Biographies of a selection of our female employees to profile them and support the attraction of females into the sector.

### **Looking forward to 2020**

The impact of Coronavirus has been wide and deep creating economic uncertainty. However, Forth Ports has reflected on potential actions to improve our gender diversity within that context. Although a recruitment freeze has been put in place limiting the opportunity to increase female employment, the focus is on workforce retention, development and promotion for 2020

Forth Ports is developing a 5 year plan to support the Women in Maritime Pledge aiming to achieve Charter Company status. Some of these actions will be:

- Gather feedback from our employees and specifically women on how they feel about us as an employer so that we might identify things to address.
- Diversity and Inclusion e-learning for all
- Unconscious Bias workshops for our management populations
- Working with Maritime UK to review our recruitment advertising to ensure so gender biased language
- We will work with Careerwise to attract and provide female internships
- We will profile our female population as part of the STEM programmes
- Explore female mentoring opportunities

It is likely that the 2020 gender pay report will reflect a standstill picture in terms of pay but we believe the focus on development opportunities positions the Group well for the future.

The Forth Ports Group Report is the accurate reflection of the gender pay position within the Group.

The Company recognises two Trade Unions – Unite the Union and RMT.

The published Gender Pay Reports for April 2020 are accurate and approved by Carole Cran, Chief Financial Officer, 30 September 2020.