



GENDER PAY REPORT – APRIL 2018

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: 5.88% (8% in 2017)
- > Difference in median pay between male and female employees: 7.25% (10% in 2017)

BONUS PAY

- > Difference in mean bonus pay between male and female employees: 4.06%
- > 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: 1,062
 - 96.3% of males received a bonus
 - 95.4% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	80.0%	20.0%
Upper Middle Quartile	89.1%	10.9%
Lower Middle Quartile	84.3%	15.7%
Lower Quartile	82.3%	17.7%

The Group recognises two Trade Unions – Unite and RMT.

The Logistics/Port Sector is traditionally male dominated. Over the last 10 years the Group has implemented a number of actions and has increased its percentage of female employees. In January 2018 the first female Executive Director was appointed as Chief Financial Officer.

At Forth Ports Group there are a number of senior female employees in Group and Central Service roles and reflected in the Forth Ports Limited Gender Pay Report. This results in a higher mean and median gap in the Port of Tilbury London Limited Report.



FORTH PORTS LIMITED

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The Forth Ports Limited difference in mean pay at minus 2.86% reflects the number of female senior managers whose hourly rate mean is higher than male mean.

Where females are employed in unionised areas there is 0% gender pay gap.

An increase in the number of females in all quartiles, except lower quartile in Forth Ports Limited. In Port of Tilbury London Limited there was improvement in the mean salaries for females in the upper and upper middle quartiles.

It is more meaningful to consider the Group gender pay figures.

In addition, the Company has a number of Family Friendly Policies, which include flexible working, Childcare Vouchers, enhanced maternity pay, emergency leave etc. The Group plans to include Flexible Working Policies on its new Website.

The published Gender Pay Reports for April 2018 are accurate and approved by Carole Cran, Chief Financial Officer, 20 December 2018.