



GENDER PAY REPORT – APRIL 2018

FORTH PORTS LIMITED

PAY

- > Difference in mean pay between male and female employees: -2.86%
- > Difference in median pay between male and female employees: 2.8%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: 7.9%
- > 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: 422
 - 92.4% of males received a bonus
 - 91.1% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	73.4%	26.6%
Upper Middle Quartile	77.9%	22.1%
Lower Middle Quartile	87.2%	12.8%
Lower Quartile	67.5%	32.5%