



GENDER PAY REPORT – APRIL 2019

FORTH PORTS LIMITED

PAY

- > Difference in mean pay between male and female employees: -13.18%
- > Difference in median pay between male and female employees: -3.34%

BONUS PAY

- > Difference in mean bonus pay between male and female employees: -92.06%
- > 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: 433
 - 90.1% of males received a bonus
 - 88.8% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	78.0%	22.0%
Upper Middle Quartile	84.2%	15.8%
Lower Middle Quartile	87.9%	12.1%
Lower Quartile	74.8%	25.2%