



GENDER PAY REPORT – APRIL 2021

FORTH PORTS LIMITED APRIL 2021

PAY

> Difference in mean pay between male and female employees: -7.74%
 > Difference in median pay between male and female employees: -3.23%

BONUS PAY

> Difference in mean bonus pay between male and female employees: 39.81%
 > 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: 439
 94% of males received a bonus
 89% of females received a bonus

SALARY QUANTILES

Employees by Pay Quartile	Male	Female
Upper Quartile	75.12%	24.88%
Upper Middle Quartile	84.34%	15.66%
Lower Middle Quartile	88.95%	11.05%
Lower Quartile	73.28%	26.72%