



THE BRISTOL PORT COMPANY

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Gender Pay Gap

Fair and transparent management continues to sit at the very core of our independently-run, family business. We have continued over the past year to employ and promote strictly on a meritocratic basis, awarding positions to those who are best able perform them, irrespective of traits such as gender, race or religion. Our gender pay gap figures for 2020 are as follows (2019 figures in brackets):

| | Mean | Median |
|------------------|-----------------|-----------------|
| Gender pay gap | 9.34% (11.79%) | 12.19% (20.19%) |
| Gender bonus gap | 51.44% (55.41%) | 0.00% (0.00%) |

| | |
|-------------------------------|-----------------|
| Males who were paid a bonus | 80.60% (81.44%) |
| Females who were paid a bonus | 76.56% (66.13%) |

| | Quartile 1 | Quartile 2 | Quartile 3 | Quartile 4 |
|---------|-----------------|-----------------|-----------------|-----------------|
| Males | 91.57% (91.61%) | 95.81% (95.77%) | 85.63% (92.31%) | 90.91% (80.99%) |
| Females | 8.43% (8.39%) | 4.19% (4.23%) | 14.37% (7.69%) | 9.09% (19.01%) |

As noted in our previous gender pay gap reports, much of our operations are of a very physical nature and so more males than females are attracted to most of our roles. The proportion of female employees in the workforce has risen from 9.4% to 9.6% since last year. Although only 6 of the 70 new employees in the past year have been female, the average hourly pay rate for those new female employees was £12.06 versus £10.88 for the new male employees.

Promotion and progression of staff, both male and female, has continued this year. This has resulted in our headline gender pay gap, both on a mean and median basis, being reduced. It has also led to the proportion of women in the lowest quartile decreasing and the proportion of women in the third quartile increasing. Proportions in the second quartile have remained largely static, with a slight improvement in the proportion of females in the first quartile. The company endeavours to maximise the benefit of the Apprenticeship Levy and runs Institute of Leadership & Management courses for managers and potential managers, increasing the prospects for both male and female staff.

Our generous Profit-Related Pay scheme continued this year. All permanent staff (excluding directors) regardless of level, experience or gender receive an equal annual bonus, pro rata to their contracted hours. As was the case in the previous year, there was no difference between the male and female median gender bonus gap.

Our retention levels remain high for both male and female staff, indicating a content workforce. While this may limit the opportunities for staff progression if vacancies do not arise, our training and succession planning will ensure that both men and women will have equal opportunities to progress to more senior roles throughout the business when they become available.

I confirm the gender pay gap figures contained in this report have been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Brown
Chief Executive Officer
22 March 2021