



# THE BRISTOL PORT COMPANY

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## Gender Pay Gap

As an independently-run, family business we place a huge importance on fair, transparent and inclusive management. This has resulted in our gender pay gap falling, both on a mean and median basis. New positions are advertised both internally and externally to attract the widest base of candidates. Appointments are made 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 2023 are as follows (2022 figures in brackets):

	Mean	Median
Gender pay gap	14.30% (15.07%)	13.51% (17.27%)
Gender bonus gap	61.00% (62.42%)	18.92% (0.00%)
Males who were paid a bonus		76.89% (73.05%)
Females who were paid a bonus		66.67% (60.24%)

  

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Males	92.45% (94.19%)	93.13% (92.31%)	87.50% (89.10%)	84.38% (83.23%)
Females	7.55% (5.81%)	6.88% (7.69%)	12.50% (10.90%)	15.63% (16.77%)

The majority of our operations remain of tough, physical and enduring nature and so, unavoidably, most of our roles attract more males than females. The proportion of female employees in the workforce fell slightly from 11.9% to 10.9% since last year which equates to seventeen of the 142 new employees in the past year were female. This is a small variance and we do not believe this indicates a future trend.

Promotion and progression of staff, both male and female, has continued this year. This has resulted in our headline gender pay gap falling, both on a mean and median basis. The proportion of females in the second and fourth quartiles has reduced and the proportion of females in the first and third quartiles has increased, showing progression of female employees. The benefits of using the full allocation of our Apprenticeship Levy continues to provide excellent leadership and vocational training, provided by Weston College. In addition, we continue run a number of internal courses ranging from mental health awareness, behavioural safety to greater digital education.

In 2023, we agreed a CPI pay award (8.7%) further supplemented by our our largest ever profit-related pay ("PRP") award All permanent staff (excluding directors) regardless of level, experience or gender receive an equal annual bonus, pro rata to their contracted hours. While the mean gender bonus gap has continued to reduce, a difference has evolved in the median gender bonus gap thanks to a larger proportion of females choosing to work part-time and hence receiving a prorated PRP bonus.

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  
25 March 2024