



THE BRISTOL PORT COMPANY

St Andrew's House, St Andrew's Road, Avonmouth, Bristol BS11 9DQ

Tel: 0117 982 0000 Fax: 0117 982 0698

Email: enquiries@bristolport.co.uk Website: www.bristolport.co.uk

Gender Pay Gap

Fair and transparent management sits at the very core of our independently-run, family business and all our employees are selected on a strictly meritocratic basis. However, we acknowledge that our gender pay gap may, at first glance, appear high. This is primarily due to the very physical nature of much of our operations which are, therefore, more appealing to male employees. This is reflected across the port sector.

Our gender pay gap figures for 2017 are as follows:

	Mean	Median
Gender Pay Gap	9.60%	25.07%
Gender Bonus Gap	44.13%	32.43%

Males who were paid a bonus	80.84%
Females who were paid a bonus	71.74%

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Males	94.16%	98.54%	88.32%	91.24%
Females	5.84%	1.46%	11.68%	8.76%

Whilst we receive very few applications from women for our core roles, there are many other opportunities, including in leadership positions, with complete parity of pay (for example car driving). Since the company's inception, we have operated a generous Profit-Related Pay scheme whereby all permanent staff (excluding directors) regardless of level, experience or gender receive an equal annual bonus, pro rata to their contracted hours. Other bonuses are awarded on merit and achievement.

Our retention levels are high for both male and female staff, indicating a content workforce. However, this can limit the opportunities for staff progression if vacancies do not arise. We have historically only had a small proportion of women in senior posts. This is unlikely to change in the immediate future as we have not had a single resignation at director or manager level for almost two years. However, 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

The Bristol Port Company is an ISO 9001 Registered Company

First Corporate Shipping Limited trading as The Bristol Port Company
London Office: 7th Floor, 39 St. James's Street, London, SW1A 1JD. Tel: 020 7408 1067

Reg No: 2542406. Reg Office: Level 8, 71 Queen Victoria Street, London EC4V 4AY