



G.B. Terminals Ltd

Registered Office: Meridian House,
 Alexandra Dock North, Grimsby.
 NE Lincolnshire, DN31 3UA
 Tel: 01472 246500
 Fax: 01472 348720
 Email: solutions@gbagroup.com
 www.gbagroup.com

G.B. Terminals Ltd Gender Pay Gap Report 2017

29th March 2018

Hourly pay rates:	Difference in mean hourly pay rate	3.6%
	Difference in median hourly pay rate	3.8%
Bonuses:	Percentage of men receiving bonuses	93.8%
	Percentage of women receiving bonuses	95.9%
	Difference in mean bonus pay	6.2%
	Difference in median bonus pay	7.4%
Quartiles:	Upper quartile	91.2% 8.8%
	Upper middle quartile	81.2% 18.8%
	Lower middle quartile	79.4% 20.6%
	Lower quartile	76.8% 23.2%
Our workforce:		82.1% 17.9%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5th April 2017). It also captures the mean and median difference between bonuses paid to men and women at G.B. Terminals Ltd in the year ended 5th April 2017.

The data shown above highlights the parity that exists between men and women employed by G.B. Terminals in respect of those in receipt of a bonus payment during the year ended 5th April 2017, with a minor statistical weighting in favour of women over men. Bonuses are allocated by way of assessment of an individuals' performance over a 12 month period.

The company believes that men and women are paid equal amounts for doing equivalent jobs across our business.

At the outset, G.B. Terminals is committed to building a diverse and committed workplace that gives equal opportunities to all employees, irrespective of their gender. The Automotive Port & Logistics sector is traditionally somewhat male-dominated and, as at the calculation date, the workforce gender breakdown was 82% male employees with 18% of the workforce comprising female staff members.

We are proud at G.B. Terminals of our long-standing commitment and to attaining meaningful gender equality; the results of which are apparent by way of the minor variance of respective pay presented in this statement. Likewise, we continue to actively promote the introduction of female employment into the sector.

I confirm that the data reported is accurate.

Cale Judah
 Commercial Director, GB Terminals Ltd

AUTOMOTIVE | SHIPPING | PORTS & TERMINALS | TECHNOLOGY

TOTAL LOGISTICS

GBA Group of Companies © consists of:
 GBA Group Ltd | GBA (Holdings) Ltd | G.B. Agencies Ltd | G.B. Terminals Ltd | G.B. Motorships Ltd | G.B. Shipping & Forwarding Ltd |
 G.B. Terminals (Southern) Ltd | G.B. Terminals (Western) Ltd | G.B. Terminals (Northern) Ltd | Euro Terminal Ltd | GBA Transport Ltd |
 GBA Technologies Ltd | GBA Technical Services Ltd



Registered in England Number: 02623171