



G.B. Terminals Ltd

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Gender Pay Gap Report 2018 – G.B. Terminals Ltd

27th March 2019

Hourly pay rates:	Difference in mean hourly pay rate	3.0%	
	Difference in median hourly pay rate	0.0%	
Bonuses:	Percentage of men receiving bonuses	92.9%	
	Percentage of women receiving bonuses	95.7%	
	Difference in mean bonus pay	-0.9%	
	Difference in median bonus pay	13.2%	
Quartiles:		Men	Women
	Upper quartile	91.2%	8.8%
	Upper middle quartile	80.9%	19.1%
	Lower middle quartile	79.4%	20.6%
	Lower quartile	82.4%	17.6%
Our workforce:		83.7%	16.3%

The figures above represent the data gathered in order to report our Gender Pay Gap as at the snapshot date of 5th April 2018.

In comparison to the previous year's report, our efforts to address the minor gender pay gap we originally had can be seen in the difference in median hourly pay rate – in that this has been reduced to zero. The difference in average hourly pay rate has also come down from 2017 and we hope to achieve a smaller gap next year.

Bonuses are awarded to eligible men and women after assessment of the individual's performance over a 12-month period. The percentage of relevant employees receiving bonuses can be seen above.

The data also shows that for the period leading up to the 2018 snapshot date, bonus pay was slightly higher for women than men, decreasing from a difference of 6.2%. The median, however, has increased in favour of men compared to the previous year's report – this increase is not dramatic and has occurred naturally owing to the fact a greater proportion of men are currently in management roles, as can be seen from the Upper Quartile split.

Our workforce is made up of 83.7% men and 16.3% women; this has been presented to highlight that our Gender Pay Gap is to be considered against the backdrop of what is a moderately male-dominated sector (Automotive Ports & Logistics).

As a Company, we continue our endeavours to close the minor gap that the above figures represent and remain welcoming of all genders to the sector.

Cale Judah
 Managing Director

AUTOMOTIVE | SHIPPING | PORTS & TERMINALS | TECHNOLOGY

PROVIDING **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

