

Ferguson Marine has been through significant changes in recent years. This is the first report on Gender Pay from the successor company, Ferguson Marine (Port Glasgow) Ltd, so there are limited opportunities to make comparisons as to how matters might have changed from previous years. Irrespective of the recent changes, FMPG remains committed to full transparency on gender pay and to maintaining an equitable, diverse and inclusive workplace. We also continue to offer a fair benefits and compensation package to colleagues relative to their role and level in the organisation.

Pay Differential Between Men and Women

The mean average hourly pay of women was 21% higher than that of men, showing a negative gender pay gap. Women at the median received only 1% more than men, but still maintained a negative gender pay gap.

The significant negative pay gap is largely a function of the fact that only 3.44% of employees were women, but this isn't spread evenly across the population:

	Males	Females
First Quartile	97%	3%
Second Quartile	97%	3%
Third Quartile	99%	1%
Fourth Quartile	92%	8%

The focus going forward is to encourage more gender diversity in what has traditionally been a very male-dominated industry. This will focus particularly on apprentice intake, alongside the efforts nationally to encourage more female students to follow STEM subjects at school and college.

George Crookston
Chief Financial Officer
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