

Gender Pay Report – as at 31 March 2024



Introduction

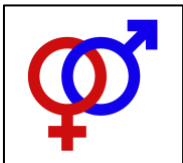
Ferguson Marine (Port Glasgow) Ltd continue to be committed to creating an environment where every employee can reach their full potential by encouraging wellbeing and development in an inclusive environment. However, retention becomes challenging with an unknown future beyond Hulls 801 and 802.

We do however believe that a diverse workforce is crucial to achieving a high-performing culture and it supports and drives innovation, and an inclusive environment is critical to retaining this diverse talent.

Gender Pay Gap and Equal Pay

The gender pay gap is not the same as equal pay.

The gender pay gap is the difference between the average male and female pay across the organisation and across all roles.



Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work. Having a gender pay gap does not mean that men and women are not receiving equal pay.



Jennifer McKay, Scottish Engineering
2024 Graduate Apprentice of the year

Our data 2024

Engineering overall and Shipbuilding in particular is a sector that is traditionally male dominated and therefore continues to be difficult to attract females in to the industry and in particular recruiting into the operational trade roles, remains the sectors biggest challenge.

Our report is aligned to the requirements of the UK regulations on organisations with more than 250 employees to report:

- the mean and median gender pay gap
- the proportion of men and women who receive a bonus
- the distribution between genders across pay quartiles

NB: Positive & Negative figures – please remember that a positive percentage shows that women have lower pay or bonuses than men in our organisation.
 A negative percentage shows that men have lower pay or bonuses than women in our organisation.
 A zero percentage shows that there is equal pay or bonuses between men and women in our organisation.

Proportion of Male / Female in each Pay Quartile – 2024

	Men	Women
Upper hourly pay quarter	88%	12%
Upper middle hourly pay quarter	93%	7%
Lower middle hourly pay quarter	98%	2%
Lower hourly pay quarter	87%	13%

Our gender pay gap report requires us to provide information on the distribution of employees within the business against four pay quartiles. The lowest quartile represents the typically more junior roles in our organisation such as apprentices, labourers and ancillary workers, while the upper quartile represents the most senior roles in the organisation and therefore the highest paid roles.

Growing a new talent pipeline for the long term is hugely important to us and we continue to invest in a strong apprentice pipeline to support the organisations future, this has even more importance given the ageing demographic of our work profile.

We do and will continue to challenge then gender split within the business however, this will be limited due to the lack of female representation particularly within the operational environment.

Going forward we need to put particular emphasis on recruiting females in through our Apprenticeship route to attract females into the organisation.

2024 Mean & Median Gender pay gap using hourly pay

Mean gender pay gap using hourly pay	-5%
Median gender pay gap using hourly pay	-18%

Our mean pay difference is calculated by taking the average hourly earnings, including pay and bonus, and comparing the difference between men and women.

Our median pay difference is calculated by taking the average hourly earnings, including pay and bonus, and comparing the difference between men and women.

Bonus Information

	Men	Women
Mean gender pay gap using bonus pay	0.4%	10%

We ran a bonus scheme as part of our total reward package for our senior management population. There were three bonuses paid for financial year 2022-23 but paid in financial year 2024

2023 was the last year of this type of arrangement and have since been removed from employees contracts from 2024 onwards.

Our Long Term Strategy

Our gender pay gap is not a pay issue, but rather an issue of female representation. Attracting females into Senior staff positions against a small population of staff roles is not really an issue, and this pushes our mean and median pay up. The sector issue within Marine Engineering sector in which we operate within is predominantly male dominated as can be seen by the majority of our workforce being populated by operational trade staff.

With the appointment of our new Chief Executive Officer, it is the intention to sustain our journey to make Ferguson Marine successful, and we will continue our activities through a number ways:

- We are continuing our apprenticeship programme and continue to set a target that 5% of our intake should be female.
- We are undertaking a focus on inclusivity and diversity.
- We will continue to foster good relationships within our community and undertake to support STEM activities within secondary schools.

David Dishon

Chief Financial Officer