

Gender Pay Report – as at 31 March 2022



Introduction

Ferguson Marine (Port Glasgow) Ltd are committed to creating an environment where every employee can reach their full potential by encouraging wellbeing and development in an including environment. We believe that a diverse workforce is crucial to achieving a high-performance culture and is supports and drives innovation, and an inclusive environment is critical to retaining this diverse talent.

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.

As a shipbuilding business our workforce is traditionally male dominated. In FY22 we continued to see a reduction in interims, and we have grown the functional capability which continues to change the gender split in the workforce, however, we continue to have a greater proportion of male employees particularly still within the operational environment.



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.

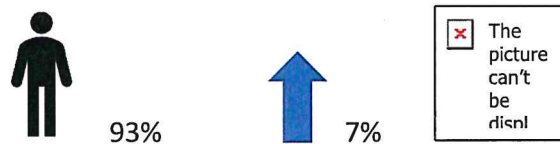
A negative percentage shows that men have lower pay or bonuses than women in our organisation.

A zero percentage shows that there is equal pay or bonuses between men and women in our organisation.

Headline Data

Our average pay gap	-11%
Average Bonus gap	39%

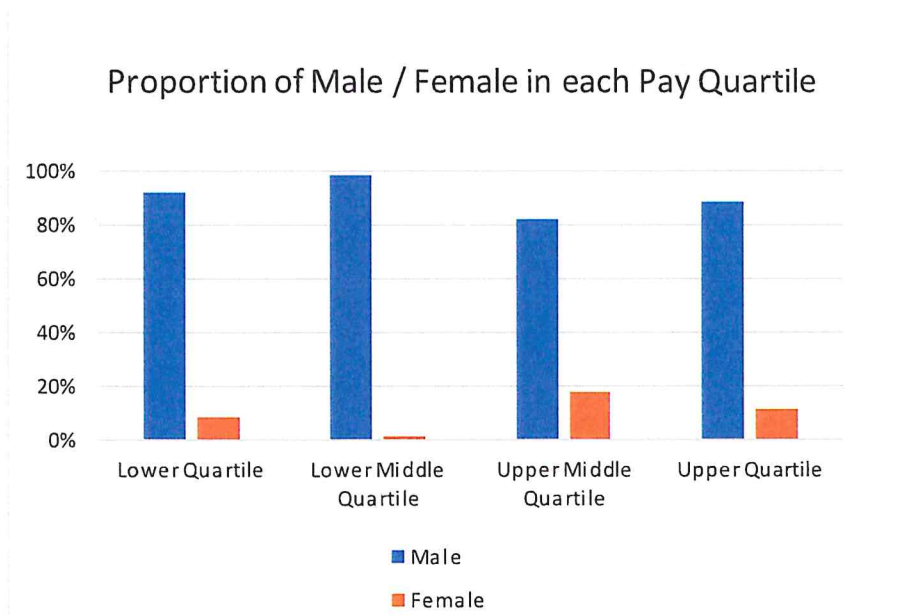
Overall, Gender Split of our workforce



This is a 2% increase in Female employees since last year's reporting.

Proportion of Male / Female in each Pay Quartile – 2022

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 and therefore the highest paid roles.



Growing new talent pipeline for the long term is hugely important to us and we have continued to invest in a strong apprentice pipeline to support the organisations future.



We have and will continue to challenge then gender split within the business however, this will be limited due to the lack of female representation in some of the professions.

We are however pleased that we have seen an increase of 2% in our female population against the previously reported year.

2022 Gender Mean & Median Pay Gap

Our mean pay difference between male and females is -13% in favour of women. This 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 -11%, again in favour of women. This is calculated by taking the average hourly earnings, including pay and bonus, and comparing the difference between men and women.



50% OF OUR
LEADERSHIP TEAM
ARE FEMALE

Bonus Information

We run an incentive scheme as part of our total reward package for our senior management population.

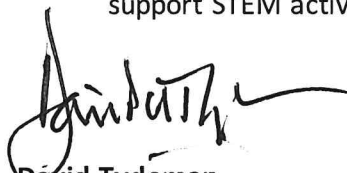
Bonuses are made up of an agreed percentage of an employee's overall package therefore monetary values will be variable year or year depending on targets achieved. This makes the data more volatile and so our figures can fluctuate from one year to the next.

Our Long-Term Strategy

Our gender pay gap is not a pay issue, but rather an issue of female representation. The Marine Engineering sector in which we operate within is predominantly male dominated.

Under the leadership of Chief Executive Officer, we will 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 have 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 Tydeman
Chief Executive Officer