

FORTH & OBAN (STIRLING) GENDER PAY GAP REPORTING

Introduction

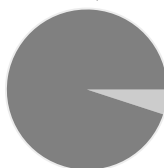
From 2017, the UK Government has mandated that any organisation with 250 or more employees must publish its gender pay gap annually. The gender pay gap has been defined as the difference in the average earnings between all men and women in an organisation.

This is not the same as equal pay, where male and female employees within the same or similar roles should receive the same pay.

Our Workforce and Gender Pay Gap Data



Lower Quartile



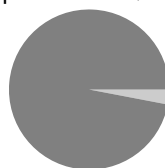
Female 5%
Male 95%

Lower Middle Quartile



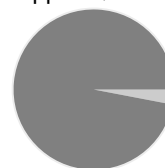
Female 6%
Male 94%

Upper Middle Quartile



Female 2%
Male 98%

Upper Quartile



Female 2%
Male 98%

Our Gender Pay Gap figures have been calculated in line with government regulations and according to the Office of National Statistics.

Gender Pay Gap Numbers



Mean Gender Pay Gap 12%
Median Gender Pay Gap 11%

Hourly Pay

Our gap arises as we have more men than women across the workforce (96% men overall). We also have a much smaller proportion of women occupying senior management and leadership roles, which is reflected in our pay quartile data where only 2% of employees within the highest paid roles are female.



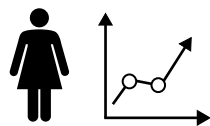
Mean Gender Pay Gap 100%
Gender Pay Gap 100%

Bonus

Only a small proportion of our workforce are entitled to a bonus. Median



Addressing the Gap



It is clear that to close the pay gap we must address our gender imbalance across the company at all levels. This will not be an easy task as the roles in our industry traditionally attract more male applicants and this is reflected across all our UK entities and industry peers. The industry needs to work together to make it more attractive to female applicants. Forth and Oban (Stirling) strives to ensure that our policies and practices are fair and free from gender bias. We are committed to diversity and equality in all areas of the business. We ensure that our resourcing practices and selection procedures are gender neutral to secure the best people for the job regardless of gender.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Lowe - Group Chief Executive Officer FES & Forth Holdings