

Report Issue Date: June 1, 2023

Name of Workplace: Maman Cargo Terminals

Industry: Logistics

1. The data at the workplace is divided by occupations, this division consists of 29 groups.

Groups in the Division	Average Monthly Wage Gap Percentage between All Female and Male Employees (Based on Gross Salary)	For Part-time Position	For Full-time Position	Average Part-time Employment	Percentage of Employees Whose Salary is Below the Average Monthly Wage for a Full-time Position in the Workplace, by the Chosen Division Related to Gender	
					Males	Females
A	-5		3-	87	47%	7%
B	+9	14+	4+	64	32%	30%

C	-2		2-	99	0%	40%
D	-6	3-	20-	61	25%	18%
E	+6		4+	98	67%	7%
F	-7		7-	100	40%	10%
G	+15		15+	100	43%	0%
H	-4		4-	100	20%	20%
I	-14			82	0%	38%
J	+6	1+	7+	87	33%	29%
K	-4	12-	3+	79	44%	25%
L to T	<p>These groups are homogenous groups of employees where both genders are not employed. Therefore, in accordance with section 6b of the law and its purpose, it is not possible to compare wages between female and male employees in the group.</p>					

1. The company does not employ any employees who are paid a supplement to the minimum wage by virtue of an agreement or arrangement, in all the various divisions.
2. When the wages of male employees are higher than those of female employees, the gap in percentages appears as a negative gap with a minus sign (-). When the wages of female employees are higher than those of male employees, the gap in percentages appears as positive with a plus sign (+).
3. The displayed gaps are not due to gender but due to circumstances related to working additional hours/shifts, differences in the timing of payments of different salary components, due to employment commencement dates.
4. In groups A, C, E-H, no wage gap is displayed under 'part-time position' as there are no employees of both genders, so a gender comparison is not possible. For group I, the same is true also in relation to 'full-time position'.