

PD PORT SERVICES (“the Company”) MEASURES

The following measures are those required under the Mandatory Gender Pay Gap legislation for the Company with a snapshot date of 05/04/2021.

Measure	PD Port Services
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (March 2021).	-8.84%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (March 2021).	-5.79%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (April 2020 – March 2021).	0.57%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (April 2020 – March 2021).	0.00%
Proportion of Males Receiving a Bonus (April 2020 – March 2021).	92.34%
Proportion of Females Receiving a Bonus (April 2020 – March 2021).	88.89%

Number of Men and Women in the Four Quartile Bands

Band	Description	PD Port Services No. of Employees	
		Male	Female
A	Employees with hourly rate at or below the lower quartile.	71	10
B	Employees with hourly rate above the lower quartile but at or below the median.	69	11
C	Employees with hourly rate above the median but at or below the upper quartile.	67	13
D	Employees with hourly rate above the upper quartile.	66	11



Gender Pay Gap Statement Notes

- As required by the relevant legislation, the data in this report refers to the Company, which is part of the PD Ports Group.
- The fact that the legislation requires the Company to report in isolation means that the resultant Gender Pay Gap figures are not a true reflection of the Gender Pay Gap across the wider PD Ports Group as a whole. As such, the decision has been taken to, going forward, voluntarily calculate and publish the Gender Pay Gap statistics for the whole PD Group on the PD Group website. This will allow the analysis of a more appropriate set of statistics in order to understand the Gender Pay Gap which, in turn, will support future initiatives and drive a more diverse and inclusive workforce within the PD Group.
- For the remainder of this statement however, the focus will be on the Company. The mean and median gender pay gap are in favour of female employees, which is positive for an industry which tends to be male dominated. The difference between mean bonus pay for men and women is less than a percentage point and the median difference in bonus pay is 0%. The proportions of men and women in each of the four quartile pay bands is also fairly evenly spread.
- Whilst the results of the Gender Pay Gap statistics are positive for the Company, it is determined to progress further and on a wider scale. One example of this is that the Company has recently commenced a Diversity and Inclusion project with the aim of monitoring and actively improving the diversity of its employees.
- Ultimately, it is important to remember that the gender pay gaps for the Company do not result from paying men and women differently for the same or equivalent work, but from the different roles in which men and women are naturally attracted.

I can confirm that the information submitted is correct.

Jon Armstrong
Group Human Resources and Statutory Compliance Director

