

**PD Teesport Limited (“the Company”) Measures**

The following measures are those required under the Mandatory Gender Pay Gap legislation for the Company with a snapshot date of 05/04/2020.

Measure	PD Teesport
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (March 2020).	4.13%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (March 2020).	5.13%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (April 2019 – March 2020).	74.16%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (April 2019 – March 2020).	48.81%
Proportion of Males Receiving a Bonus (April 2019 – March 2020).	11.29%
Proportion of Females Receiving a Bonus (April 2019 – March 2020).	7.41%

**Number of Men and Women in the Four Quartile Bands**

Band	Description	PD Teesport No. of Employees	
		Male	Female
A	Employees with hourly rate at or below the lower quartile.	115	8
B	Employees with hourly rate above the lower quartile but at or below the median.	116	6
C	Employees with hourly rate above the median but at or below the upper quartile.	120	3
D	Employees with hourly rate above the upper quartile.	117	6

**Gender Pay Gap Statement Notes**

- As required by the relevant legislation, the data in this report refers to the statutory company in isolation and not the wider full set of PD Group of companies. In the Company, the majority of roles are operational in nature and those roles have therefore traditionally attracted male candidates rather

than female candidates. This has resulted in a heavily male-dominated workforce. The proportion of females in this company is therefore relatively low.

- 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. Many of the female employees within the Company have historically opted to work in administrative roles where earnings tend to fall below the average within the Company. One reason for this is because these roles are often salaried and therefore do not attract additional payments such as high-grade duties, productivity or incentive payments that roles of a more operational nature do.
- Despite this, I am pleased to confirm that both the mean and median Gender Pay Gap's have reduced year on year, with the most recent figures for the mean Gender Pay Gap actually being in favour of females. In terms of bonuses, I am pleased to confirm that the proportion of females receiving a bonus has improved since reporting first started
- These positive changes reflect the development of a number of female employees, previously employed in administrative roles, who have shown a desire and an ability to progress into more senior roles. This has naturally attracted a higher remuneration package, potentially including a bonus scheme. In addition, the Company has also succeeded in attracting some external female candidates into roles which have traditionally attracted male only applicants. This has been done through apprenticeship and graduate routes whereby candidates have been able to begin careers with limited experience in those particular roles and succeed in development plans to establish themselves within senior operational roles within the business.
- Whilst the Company has made positive steps, 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 am pleased however to confirm that since reporting first began, the Company has seen a consistent pattern of improvements in the statistics and it will continue to seek initiatives to create a more diverse and inclusive workforce.

I can confirm that the information submitted is correct.

**Jon Armstrong**  
**Group Human Resources and Statutory Compliance Director**