

PD PORTS – ALL EMPLOYEES (“the Company”) MEASURES

The following measures are those required under the Mandatory Gender Pay Gap legislation for the Company with a snapshot date of 05/04/2022.

Measure	PD Ports
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (March 2022).	-0.31%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (March 2022).	-8.23%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	-7.37%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	-297.10%
Proportion of Males Receiving a Bonus (April 2021 – March 2022).	22.08%
Proportion of Females Receiving a Bonus (April 2021 – March 2022).	20.60%

Number of Men and Women in the Four Quartile Bands

Band	Description	PD Ports No. of Employees	
		Male	Female
A	Employees with hourly rate at or below the lower quartile.	301	53
B	Employees with hourly rate above the lower quartile but at or below the median.	322	33
C	Employees with hourly rate above the median but at or below the upper quartile.	296	56
D	Employees with hourly rate above the upper quartile.	299	55



Gender Pay Gap Statement Notes

- As legislation requires PD Ports to report some of its subsidiary companies in isolation, this means that these isolated Gender Pay Gap figures are not a true reflection of the Gender Pay Gap across the wider PD Ports Group as a whole.
- The decision has been taken to, with effect from the April 2022 reporting, voluntarily calculate and publish the Gender Pay Gap statistics for the whole PD Group on the PD Group website.
- This allows for 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.
- In regard to the whole PD Group of companies (“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, with the difference in the mean gender pay gap less than a percentage point.
- The difference between mean and median bonus pay for men and women is in favour of women.
- The proportions of men and women in each of the four quartile pay bands are fairly evenly spread, with the exception of the Lower-Middle quartile which has a lower proportion of women.
- Whilst the results of the Gender Pay Gap statistics are positive for the Company, there is scope 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, including a focus on gender.
- 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 were historically attracted.

I can confirm that the information submitted is correct.

Jon Armstrong
Group Human Resources and Statutory Compliance Director

