

**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 05/04/2022.

Measure	PD Port Services
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (March 2022).	-2.55%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (March 2022).	-0.4%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	-97.50%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	-325.53%
Proportion of Males Receiving a Bonus (April 2021 – March 2022).	30.09%
Proportion of Females Receiving a Bonus (April 2021 – March 2022).	25.81%

**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.	83	12
B	Employees with hourly rate above the lower quartile but at or below the median.	74	19
C	Employees with hourly rate above the median but at or below the upper quartile.	83	11
D	Employees with hourly rate above the upper quartile.	74	20



**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, 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 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 significantly in favour of women, which is positive for an industry which tends to be male dominated.
- The proportions of men and women in each of the four quartile pay bands saw an increase in the number of women Upper quartile pay band compared to previous year.
- 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, and the Company has continued to have focus on its Diversity and Inclusion activities with the aim of monitoring and actively improving the diversity of its employees.

I can confirm that the information submitted is correct.

**Jon Armstrong**  
**HR and Statutory Compliance Director**

