

**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 05/04/2022.

Measure	PD Teesport
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage (March 2022).	-0.83%
Difference in the Median Pay of Men and Women, Expressed as a Percentage (March 2022).	0.00%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	81.12%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage (April 2021 – March 2022).	15.75%
Proportion of Males Receiving a Bonus (April 2021 – March 2022).	9.29%
Proportion of Females Receiving a Bonus (April 2021 – March 2022).	3.85%

**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.	161	7
B	Employees with hourly rate above the lower quartile but at or below the median.	116	8
C	Employees with hourly rate above the median but at or below the upper quartile.	135	3
D	Employees with hourly rate above the upper quartile.	137	7



## 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. 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.
- In the Company, the majority of roles are operational in nature and those roles have therefore historically 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.
- 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 being in favour of females and the median standing at 0.0%.
- The proportion of male employee's receiving a bonus is greater than the proportion of female employees for the reasons provided above, however I am pleased to confirm that there are plans for all employees to have the potential to earn a bonus with effect from 2023. As a result of these plans, the gap in these two proportions should close significantly, if not completely.
- The Company has 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 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 am pleased confirm that since reporting first began, the Company has seen a consistent pattern of improvements in the position 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**  
**HR and Statutory Compliance Director**

