



# PD PORTS GENDER PAY GAP REPORT 2023





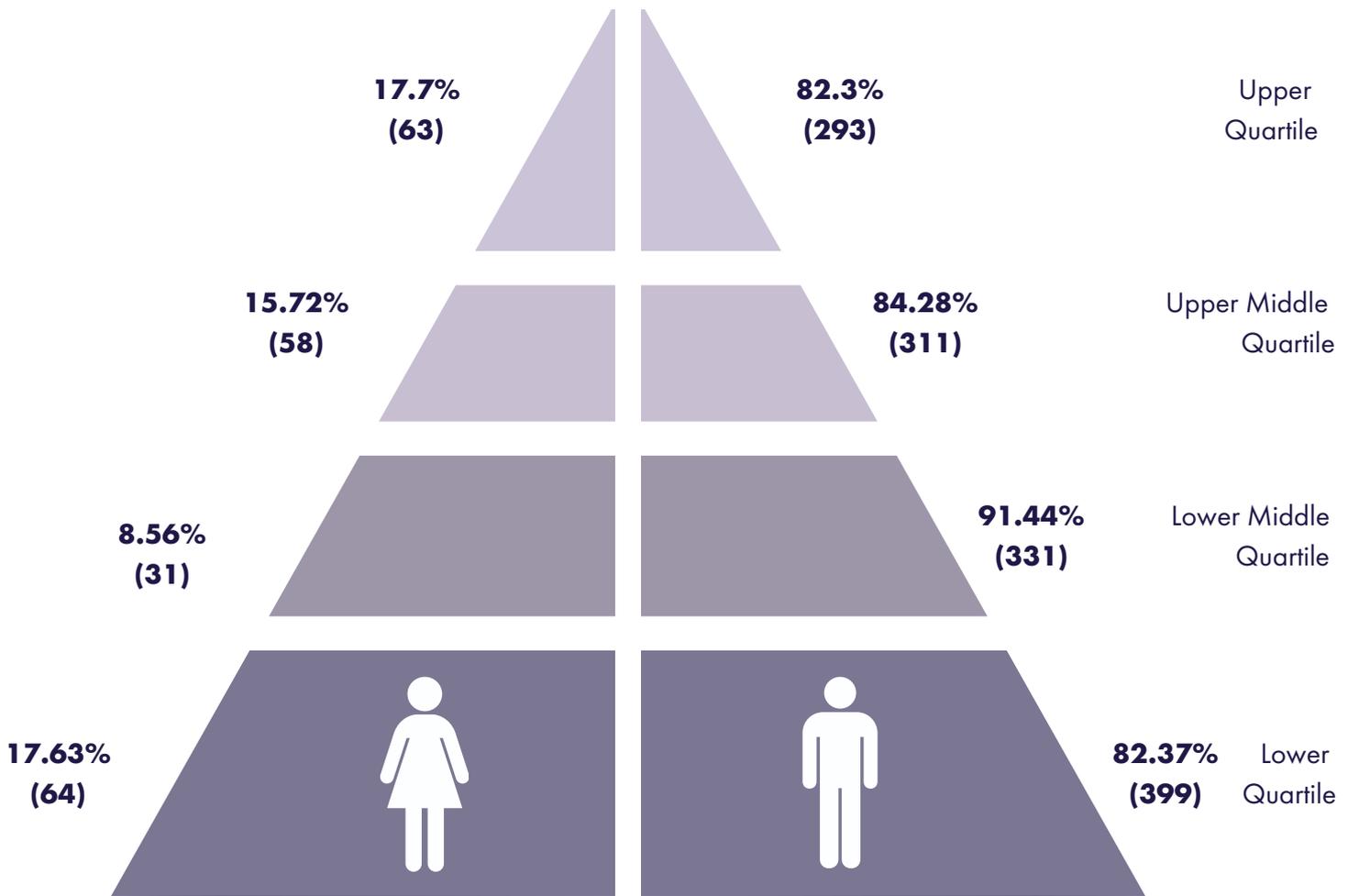
# PD PORTS MEASURES

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 voluntarily calculate and publish the Gender Pay Gap statistics for the whole PD Group, which allows for the analysis of a more appropriate set of statistics in order to understand the Gender Pay Gap to support future initiatives and drive a more diverse and inclusive workforce within the PD Group. The following measures are those with a snapshot date of 05/04/2023.

Measure	PD Ports Group
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage, March 2023 (see note 1 below).	7.66%
Difference in the Median Pay of Men and Women, Expressed as a Percentage, March 2023 (see note 1 below).	-6.51%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage, April 2022 – March 2023 (see note 2 below).	-2.86%
Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage, April 2022 – March 2023 (see note 2 below).	0.00%
Proportion of Males Receiving a Bonus (April 2022 – March 2023).	96.93%
Proportion of Females Receiving a Bonus (April 2022 – March 2023).	93.21%



# NUMBER OF MEN AND WOMEN IN THE QUARTILE BANDS



(See note 3 below)



# GENDER PAY GAP STATEMENT

1. The mean gender pay gap is in favour of male employees whereas the median gender pay gap is in favour of female employees.
2. The difference between mean bonus pay is in favour of females which is positive for an industry which tends to be male dominated. Following the introduction of an inclusive bonus scheme, there is no difference in the median bonus pay for men and women
3. The proportion 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.
4. 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.
5. We continue to promote inclusion & diversity, developing a strategy with inclusion at its core and will be rolling out mandatory e-learning and training to be completed by all of our people.
6. We have strengthened our Women's Network Group, working with colleagues and peers to encourage more women into the Port and Logistics Sector.
7. And we have created an Early Careers role responsible for the coordination and implementation of our Early Careers strategy, introducing more young people to our sector and career opportunities.
8. 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 confirm that PD Ports Group is committed to addressing gender pay equality and have prepared the 2023 gender pay gap results in line with mandatory requirements.

Jon Armstrong  
Group HR & Statutory Compliance Director