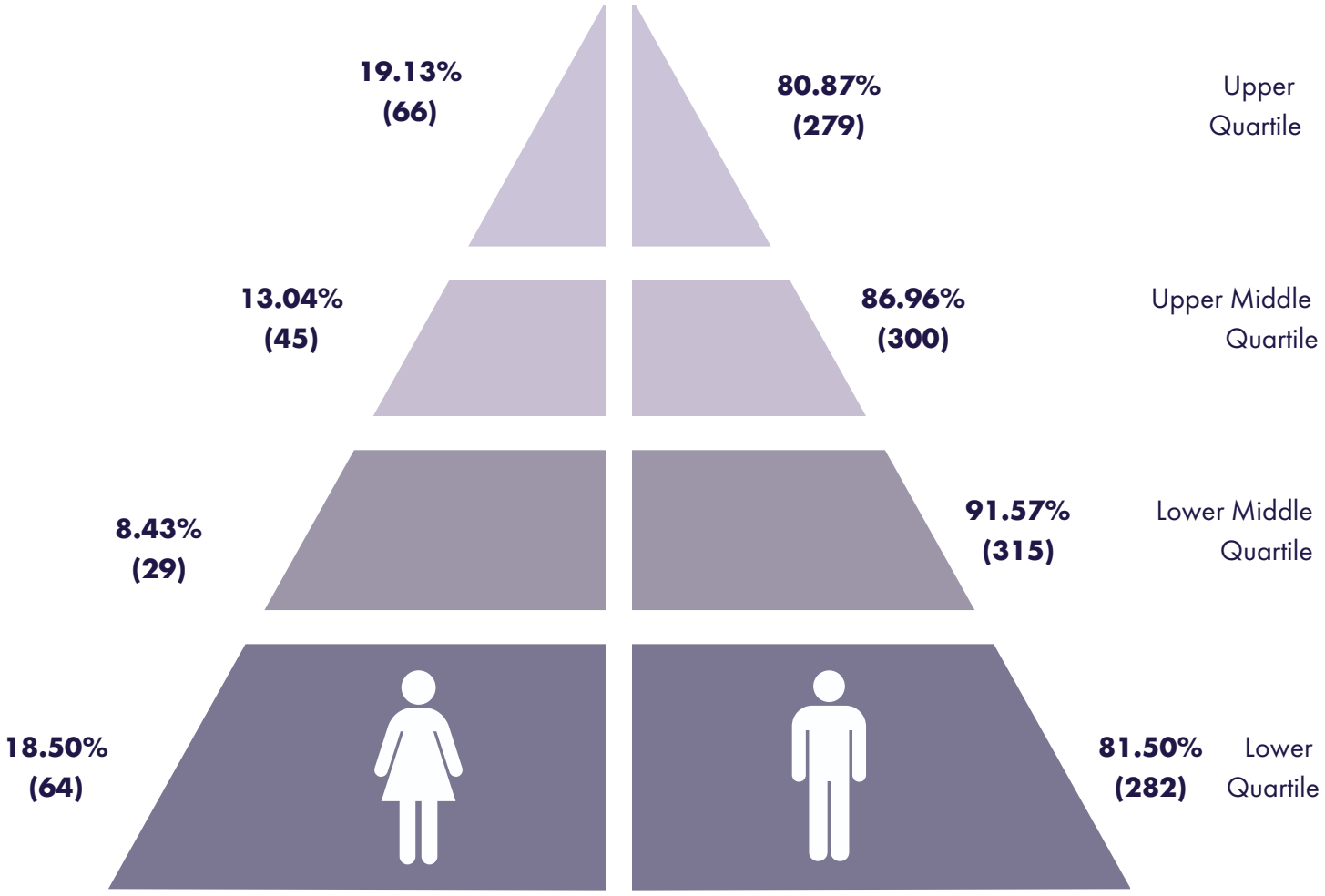
# PD PORTS GENDER PAY GAP REPORT 2025

# 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 05/04/2025.

| **Measure** | **PD Ports Group** |
|---|---|
| The Difference in the Mean Pay of Men and Women, Expressed as a Percentage, March 2025 (see note 1 below). | -8.53% |
| Difference in the Median Pay of Men and Women, Expressed as a Percentage, March 2025 (see note 1 below). | -5.97% |
| Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage, April 2024 – March 2025 (see note 2 below). | -86.86% |
| Difference in the Median Bonus Pay of Men and Women, Expressed as a Percentage, April 2024 – March 2025 (see note 2 below). | 0.00% |
| Proportion of Males Receiving a Bonus (April 2024 – March 2025). | 96.85% |
| Proportion of Females Receiving a Bonus (April 2024 – March 2025). | 98.53% |

# NUMBER OF MEN AND WOMEN IN THE QUARTILE BANDS



# GENDER PAY GAP STATEMENT

1. Both the mean and 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 across the four pay quartiles shows a higher representation of men in each band. This reflects the wider workforce composition, as the organisation operates within a male-dominated industry. As such, the distribution is influenced by the overall gender balance rather than indicating unequal pay within equivalent roles.
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 inside and outside of the industry.
7. We are progressing our Early Careers programme and leading the development and implementation of a targeted Early Careers strategy, aimed at widening access to the sector and encouraging greater female participation across all areas of the industry. This forms part of our commitment to increasing female representation and supporting a more diverse future workforce.
8. Ultimately, it is important to recognise that the Company's gender pay gap is not the result of men and women being paid differently for the same or equivalent work, but is influenced by the distribution of men and women across different roles. This reflects historical trends in attraction to the industry and occupational segregation, which the Company is actively working to address.

I confirm that PD Ports Group is committed to addressing gender pay equality and have prepared the 2025 gender pay gap results in line with mandatory requirements.

Michelle Robson
Chief People & Compliance Officer