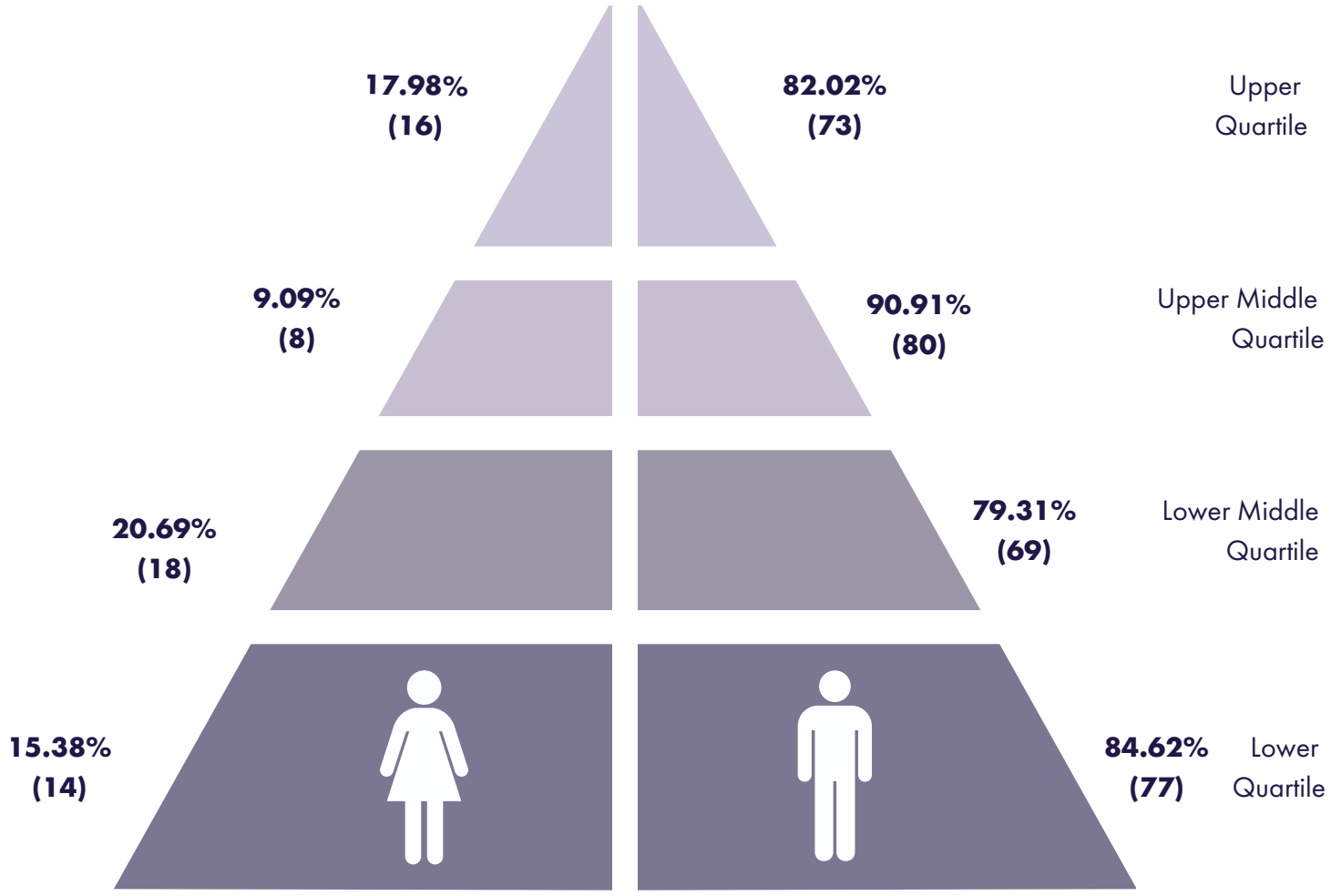
PD PORT SERVICES GENDER PAY GAP REPORT 2025

PD PORT SERVICES MEASURES

In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all organisations that employ over 250 employees as of 5th April (snapshot date) are required to annually report their gender pay gap. The following measures are those required under the Mandatory Gender Pay Gap legislation for the Company with a snapshot date of 05/04/2025.

Measure	**PD Port Services**
The Difference in the Mean Pay of Men and Women, Expressed as a Percentage, March 2025 (see note 1 below).	-0.95%
Difference in the Median Pay of Men and Women, Expressed as a Percentage, March 2025 (see note 1 below).	2.79%
Difference in the Mean Bonus Pay of Men and Women, Expressed as a Percentage, April 2024 – March 2025 (see note 2 below).	-33.50%
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).	94.31%
Proportion of Females Receiving a Bonus (April 2024 – March 2025).	98.21%

NUMBER OF MEN AND WOMEN IN THE QUARTILE BANDS



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. This whole PD Group report can be found on the the PD Group website, and 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.

GENDER PAY GAP STATEMENT

1. The mean gender pay gap is in favour of female employees, which is positive for an industry which tends to be male dominated. There is a difference in the median gender pay gap.
2. The difference between mean bonus pay is in favour of women, however following the introduction of an inclusive bonus scheme, there is no difference in the median bonus pay.
3. The pay quartile data shows that men make up the majority of employees across all pay bands, reflecting the organisation's position within a male-dominated industry. However, women are represented across all quartiles and are not concentrated in lower-paid roles, with a slightly higher proportion in the top quartile than the lowest. This distribution, alongside the negative mean pay gap, indicates that women are paid slightly more on average and that the results are driven by workforce composition rather than unequal pay.
4. 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.
5. We have strengthened our Women's Network Group, working with peers inside and outside of the industry to highlight the opportunities available to women in the ports and logistics sector.
6. 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.
7. 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