



Gender Pay Gap Report 2022

2022 – 2023

EVERYONE IS WELCOME

As a business, we recognise the importance of being an equal opportunities employer.

We have ambitions to be a leader in this area, growing the business while developing a culture which fully embraces equality, diversity and inclusion. However, I fully recognise we have some way to go in order to achieve this.

We are committed to addressing the challenges we face in driving the necessary change to enable greater diversity in our business and within our sector. Since our last Gender Pay Gap Report, our Equality, Diversity and Inclusion (ED&I) steering committee has been working to develop our strategy and programme. Gender equality has been selected as one of the primary areas of focus over the next 12 months. This has been fully endorsed by the executive and senior leadership team, and we've committed to ensuring that activity related to achieving greater gender balance in our workforce is a leading priority for the business.



Claudio Veritiero
Chief Executive Officer
Peel Ports Group



Our ED&I vision

We are committed to treating our team members as unique and talented individuals, embracing difference to generate innovation and strive to make ED&I one of our leading priorities to drive business success

Our ED&I mission

Peel Ports Group is committed to becoming a more diverse employer.

We recognise the importance of equality, diversity and inclusion in the workplace and the positive impact that this has in serving our customers, fostering better relationships within our teams, with our partners, suppliers and furthermore, within the local communities in which we operate.

We commit to creating exciting opportunities for diverse and skilled talent in our workplace and will work to develop an inclusive culture and environment, where our people feel supported, empowered and enabled to contribute their best.



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Our ED&I vision

We are pleased to share our top 4 objectives which are fundamental to the delivery of our ED&I strategy, vision and mission:



1. To create an inclusive culture and environment where everyone is welcome



2. To develop an ED&I engagement and training plan to ensure all employees play an active part in improving ED&I through education and greater understanding



3. Increasing diversity at all levels of the business



4. Making evidence-led ED&I decisions based on better visibility of data

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David Huck, COO and executive sponsor ED&I

I am pleased to report that over the course of last year, we have made progress in relation to our objectives.

In June 2022 we launched the Enabling the Future Campaign; our ESG programme which specifically showcases our responsible and sustainable business agenda. Four key pillars were developed including diversity and inclusion under the banner of everyone is welcome. Since then we have developed a steering committee, shaped objectives and sought further employee involvement to lead the change forward which we require.

Our main aim is to drive an inclusive culture and environment through role model leaders. In 2022 we created a bespoke leadership development programme and launched this with a pilot for 50 of our top leaders and managers, with the aim to enhance and develop their capability and become role models within the business. In 2023, we continue with our commitment to investing in our people further. Within our recently launched People Plan, enabling the future through our people, we have created further focus on enhancing workforce development and have created the Peel Ports Learning Academy. The academy will provide a range of programmes, where we aim to continue to enhance our delivery of management and leadership training and provide baseline consistent training across our business on key subjects, such as ED&I.

To assist with raising awareness in relation to ED&I activity, we have developed a calendar of key events which we will mark and celebrate across the year. An example of this was our recent celebration of International Women's Day (IWD). It was refreshing to see so many of our employees across the business support the campaign #EmbraceEquity. The campaign united male and female team members, who joined together to celebrate and support female talent across our business, our sector and the world.

On IWD, we also announced the appointment of our Gender workstream and our senior lead for this, Vikki Whitfield, Operations Director, Peel Ports Logistics. Vikki will take responsibility for creating the Peel Ports Women's Network to connect passionate women and men from around our business, who wish to work together to champion activity related to gender equality and increasing female talent within our workplace.

We recognise that challenges remain within the market place in general, but specifically within our sector and specifically in relation to attracting and recruiting female talent. To attempt to address this, we have recently recruited early careers ambassadors to assist with being the voice within our communities, growing our pipeline of future female talent and

reaching out to the next generation to inspire them on their career journey. To furthermore certify our commitment to youth engagement and developing our people, we are also proud to have recently joined the 5% club. With an aim to have 5% of our workforce in earn and learn positions by 2028, with 25% from diverse or under privileged backgrounds.

In addition to growing our future pipeline of talent in a more gender balanced way, we have also made some immediate changes to our current recruitment process to ensure we have a gender-balance driven selection of candidates. We will achieve this by introducing a minimum requirement of 25% of applicants selected for any role being female.

A further achievement over the last 12 months has been the award for silver status in the Armed Forces Covenant, pledging our support to the Armed Forces Community and Reserve Forces which further diversifies our workforce.

We are focused on selecting the correct partners to work with us and support our ED&I journey, those who will unlock the door and enable better opportunities for knowledge sharing, networking and providing support for female talent within our business as well as ED&I in general.

Finally, we are looking to better understand the make up of our workforce. We are gathering further equal opportunity data from across the entire team and will perform deep-dive diagnostic to support the achievement of our fourth objective, and assist in making better informed decisions in the area of ED&I.

Tracking our progress over the coming 12 months will be vitally important to the future. Our business remains challenged by external factors but despite this, we remain fully committed to the programme. By laying strong foundations to foster and create an inclusive environment, I believe that we will be better placed to attract, engage and retain diverse, skilled talent into our business.

To reaffirm our commitments to ED&I further, as a key part of our ESG strategy, progress will be tracked on a quarterly basis and



reported to the governance committee within our shareholder group.

It is a privilege to be the Executive Sponsor for ED&I within our business. The key to unlocking our ED&I potential and enabling greater diversity starts with creating an inclusive culture, which must be driven from the top. I am pleased the Executive team has made a firm commitment in this important area that we will help to lead this forward.

Finally, I would like to thank our people, who remain committed to supporting our ED&I journey.

A handwritten signature in black ink, appearing to read "David Huck".

David Huck
Chief Operating Officer
Peel Ports Group

Rachel Smith

Group HR Director

Having joined the business only 6 months ago, I can see the passion and commitment from our people to grow our diversity within the business. ED&I is a leading priority within our people plan. Securing executive sponsorship provides confidence that change will be delivered and will support the important work needed to enable greater diversity, as it remains a top priority in order to achieve our goals.

Our data reflects the challenges that continue to exist within our industry but our report importantly tells our story, detailing some of the assurances that we are making to drive greater gender equality within our business and our sector.

We are excited to launch our Women in Peel Ports network and work together with gender equality champions from across our business to develop further ideas and initiatives and make the changes that are required. It is our hope that these changes then positively reflect in our reporting data for next year.

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with Government guidance and guidance developed by ACAS.



EVERYONE

IS WELCOME

Vikki Whitfield **Operations Director**

Peel Ports Logistics
Gender workstream
'Women in Peel Ports' lead

As an industry we have not yet made progress in diversifying our workforce and truly representing the communities which we serve. Our focus point this year must be to unlock some of the barriers and challenges which have held us back and to enable greater opportunity to attract and retain further female talent into our business.

Having entered the industry at the age of 24 as an administrator and developing throughout my career to my current role of Operations Director, I personally understand the challenges of being "young and female" in what has traditionally been a male dominated industry.

I faced many barriers along my development journey and had to overcome them from an early age, by hard work, determination and support from my colleagues to gain knowledge and qualifications to progress further within our industry.

I am pleased to say that the industry is changing, and I have seen improvements, although we still have a long way to go. Not just for women, but for the next generation. I have a passion for training, developing, and coaching my teams, I love to promote from within the business and invest time in our employees. I do this because I want to support great people to have the career that they deserve within our great industry.



Amy Gillespie

Operations Manager
at the Port of Liverpool

I joined the business almost 6 years ago. I love how varied my job is, no day is ever the same! I've had a lot of opportunity to learn about the industry. I have been able to undertake a Masters degree (MSc) in Sustainable Maritime Operations and have had two promotions during my time here.

Having started my career at Peel Ports as a Control Room Operator, I was successful in applying for the role of Senior Control Room Operator.

During this time I also trained alongside automation and spent time with the T2 Operations Supervisors on the quay in order to gain exposure and an understanding of this role. All of this helped me reach my current role as Operations Manager. I would encourage more females to join our business and industry, it is such a unique and exciting sector to be in.



Davinia Monclus

Marine Pilot at Medway

The Maritime industry has been my working life, however the River Medway is where I have made my career and my “work home”. I have spent four years at Peel Ports and they have been an extremely supportive business, who believe in their people and the future. I am very happy to be a part of their team and believe in Peel Ports as a business with a future.

When I started my career as a Marine Pilot for Peel Ports, I was given six months of very intense training which consisted of lots of studying, monthly verbal tests, plenty of ship handling and navigation, four practical assessments and finally a challenging final exam. I was then qualified as Class 4 pilot, meaning I could pilot ships up to 120 metres in length.

Since then, I have progressed to being a Class 3 pilot and now can pilot ships up to 150 metres in length. I am currently almost completed my training to become a Class 2 pilot, whereby I will be able to pilot ships of up to 180 metres in length.

As a Mentor for our new trainees, I thoroughly enjoy teaching our newest recruits everything they need to know about becoming a pilot and guiding them, as well as offering them any assistance they need. This role helps me to expand my knowledge and communications skills, as well as helping me become a better colleague to my fellow team members.



Amanda Willis

Group Treasurer at Port of Liverpool

I have been with the business for over 10 years and one of the main reasons I stay is because the business is constantly looking for new opportunities and adapting to enable it to meet its business plan, it's such an exciting company to work for and our people are proud to work for Peel Ports.

I initially joined as Pensions Manager and was promoted to role of Head of Reward, Head of HR, then HR Director and now Group Treasurer. After completing my pensions professional exams over 20 years ago, I am now returning to the world of study as the Company is supporting me with working towards a professional qualification with the Association of Corporate Treasurers. I love my role within the business, every day is different.



Gender Pay

Any employer with 250 or more employees must report their gender pay data. Gender pay gap reporting, as defined by the legislation, is distinct from equal pay as it is not measuring the parity of pay for roles of the same level.

Instead it compares the average pay by gender of all roles collectively, regardless of level or type.

We welcome the legislation as this raises the awareness of representation of women in our industry – particularly in senior roles. Our representation at the snapshot date is 90.49% men and 10.51% women.

Gender Pay and Bonus Gap

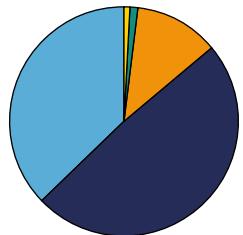
The table below shows the mean and median gender pay gap, based on hourly rates of pay for The Mersey Docks and Harbour Company Limited, MDHC Container Services Limited and the wider Group as at 5 April 2022. It also includes the difference between bonus payments made in the year ended 5 April 2022.

April 2022 (April 2021 – for comparison purposes for Peel Ports)

Company	Mean 2022	Mean 2021	Median 2022	Median 2021
Peel Ports	Hourly fixed pay gap	9.29% lower	10.1% lower	2.79% lower
	Bonus gap	87.97% lower	92.2% lower	41.95% lower
The Mersey Docks and Harbour Company Limited	Hourly fixed pay gap	15.68% lower	20% lower	12.54% lower
	Bonus gap	85.37% lower	49.3% lower	38.76% lower
MDHC Container Services Limited	Hourly fixed pay gap	2.54% higher	2.0% higher	4.32% higher
	Bonus gap	0%	No employee received a bonus	0%
				No employee received a bonus

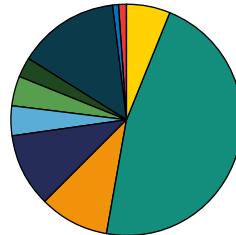
Gender Pay Gap Report Data

Role types



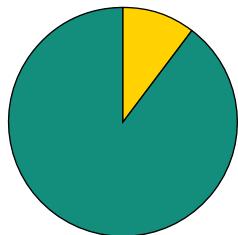
- Apprentice - 1%
- Executives - 1%
- Management - 12%
- Operative - 49%
- Professional - 37%

April 2022 Head Count



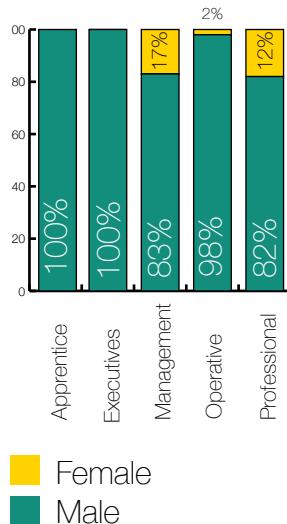
- Clydeport - 106
- Containers - 801
- Corporate Group - 166
- Great Yarmouth - 48
- Group Marine - 73
- Heysham - 70
- Medway - 177
- Mersey - 242
- PPL - 15
- Shipping - 16

Female VS Male %

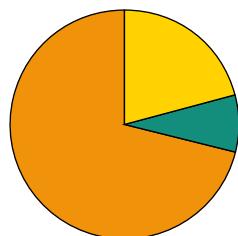


- Female - 10.51%
- Male - 90.49%

Male VS Female Roles

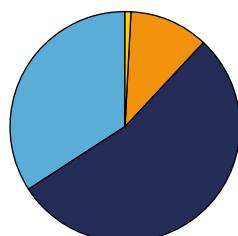


Females by Role



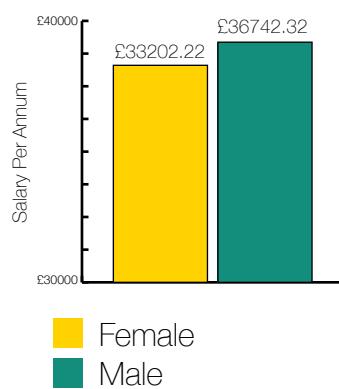
- Management - 21%
- Operative - 8%
- Professional - 71%

Males by Role



- Apprentice 1%
- Executives - 0%
- Management - 11%
- Operative - 54%
- Professional - 34%

Average Salary



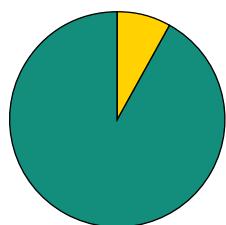
- Female - £33202.22
- Male - £36742.32

Data covers Peel Ports Group

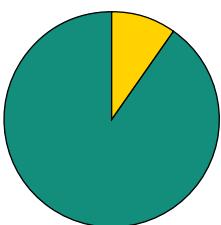
Gender Pay Gap Report Data

Pay Quartiles – April 2022

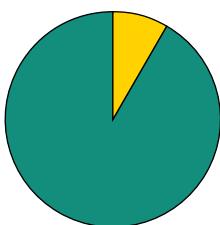
Upper (Top 25%)



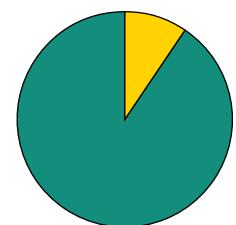
Upper Middle



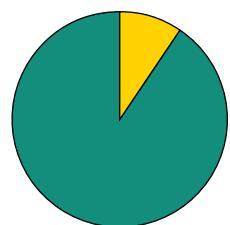
Lower Middle



Lower (Bottom 25%)



Male to Female Representative



Female - 8.16%
Male - 91.84%

Female - 9.81%
Male - 90.19%

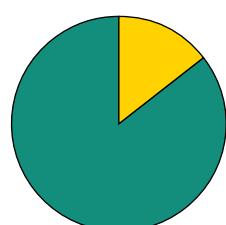
Female - 8.60%
Male - 91.40%

Female - 9.51%
Male - 90.49%

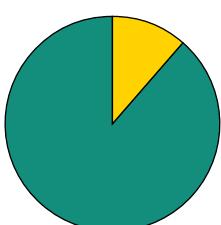
Female - 9.51%
Male - 90.49%

The Mersey Docks and Harbour Company Ltd.

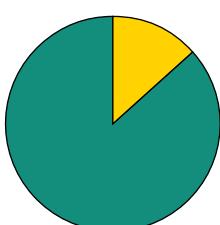
Upper (Top 25%)



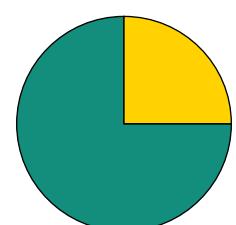
Upper Middle



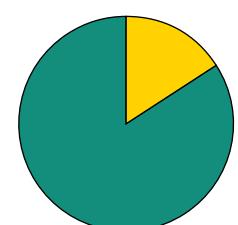
Lower Middle



Lower (Bottom 25%)



Male to Female Representative



Female - 14.61%
Male - 85.39%

Female - 11.24%
Male - 88.76%

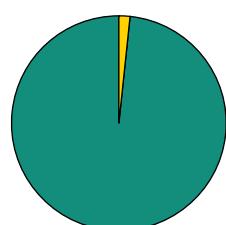
Female - 13.48%
Male - 86.52%

Female - 25%
Male - 75%

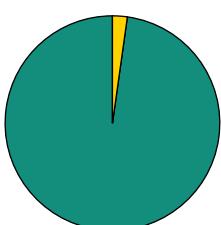
Female - 16.06%
Male - 83.94%

MDHC Container Services Limited

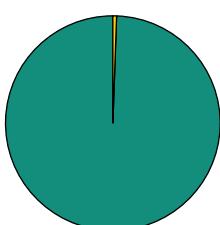
Upper (Top 25%)



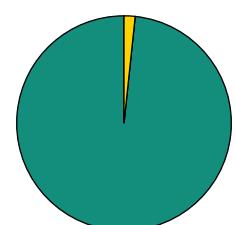
Upper Middle



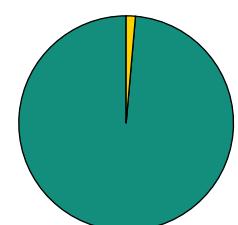
Lower Middle



Lower (Bottom 25%)



Male to Female Representative



Female - 1.74%
Male - 98.26%

Female - 2.33%
Male - 97.67%

Female - 0.58%
Male - 99.42%

Female - 1.75%
Male - 98.25%

Female - 1.60%
Male - 98.40%

Data covers Peel Ports Group

