



Gender Pay Gap Report

2022

Moving forward together



Claudio Veritiero
CEO, Peel Ports Group

Peel Ports Group is an equal opportunities employer, committed to equal pay for equal work, for everyone. Our aim is to be a leading employer in developing the most diverse, inclusive and equal workforce within the industry.

Diversity in our workforce is key to our future success: a diverse mix of attributes and skills enables our people, and the business, to perform to their true potential. We are fully committed to advancing diversity at Peel Ports, and this will include attracting more women to the industry and supporting their development into senior roles.

Over the course of last year, we commissioned a review on diversity and inclusion, with support from an external organisation who reviewed our policies, processes and facilities. As a result of this review, a diversity and inclusion steering group has been set up to develop a new strategy and deliver positive changes and improvements over the course of this coming year.

During 2021 a review of our PPE providers was undertaken for the suitability of kits for female colleagues, this included testing by a number of working groups to assess for quality and comfort. As result of this, the business launched female specific PPE across the Group.

The business also responded to the emerging demand for agile working. As key workers, our teams remained on site throughout the pandemic ensuring critical goods and services continued to flow into and out of the UK. We recognise that our current and future office-based employees would like to see more flexibility regarding the ability to work from home or to work more flexibly. As a result, we have now launched agile working, where appropriate to do so.

As we work closely with a number of Trade Unions, we have communicated our intention to give increased focus to diversity and inclusion, asking for their support in this regard. As part of this, we have now agreed with one of the recognised Trade Unions to provide two employee representatives who will support us in developing a diverse and inclusive workforce. This is seen as an incredibly positive step in making change within a business area which has historically been seen as a very male dominated environment.

We must acknowledge there is a grassroots issue in making school subjects such as science, technology, engineering and maths more appealing to female students, and encouraging them to pursue this further into University or College education. To try and address this locally, we have partnered with social enterprise InnovateHer to encourage diversity and inclusion across the organisation and promote STEM subjects to hundreds of female students across Liverpool.

Finally, we recognise we are on a journey, but with the support of our steering group, our employees and Trade Unions, we are undertaking positive action to address the gender pay gap. Whilst change will not happen overnight, we are fully committed to building a more diverse workforce. We recognise that diversity is a challenge across the sector, and we are working closely with industry bodies such as the UK Major Ports Group in developing a strategy to address this for the long term.

About Peel Ports

Peel Ports is home to approximately 1,900 talented people, working in scores of disciplines across many different locations. Harnessing our employees' energy, creativity and commitment is at the heart of our plans for the future.

We are very proud of where we are today and excited about our future. Our ambition and drive to be best in class means we will continue working hard to ensure Peel Ports remains at the cutting edge of technology and leaders in our industry.

When it comes to gender equality we are committed to creating a level playing field so everyone has an equal chance of success. This applies to all our processes and policies, ensuring opportunities are fair and equitable for all.

Gender Pay Gap reporting requirements

All UK organisations which employ more than 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a set period of time. There are two legal entities that qualify for gender pay gap reporting within Peel Ports Group Limited and its subsidiaries: The Mersey Docks and Harbour Company Limited and MDHC Container Services Limited. However, we feel that it is important to understand the position across the wider Group and so this report includes data for Peel Ports Group Limited and its UK-based wholly owned subsidiaries as well.

Equal pay for equal work

When determining remuneration, Peel Ports uses a system which classifies each role by level and type in the organisation. This eliminates pay disparity by recruiting future employees benchmarked by role rather than the person or gender. We are therefore confident that all our people are paid equally for equivalent jobs.



Gender pay

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 89.2% men and 10.8% 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 2021. It also includes the difference between bonus payments made in the year ended 5 April 2021.



April 2021

(April 2020– for comparison purposes for Peel Ports)

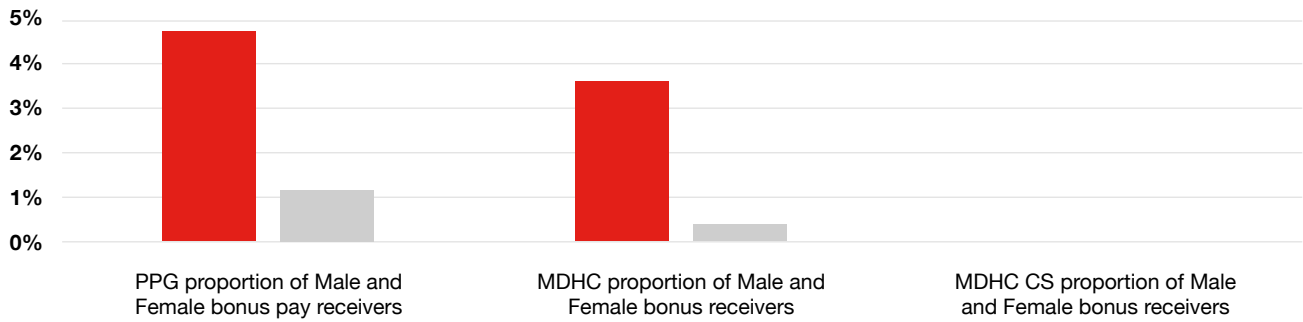
		Mean	Median
Peel Ports*	Hourly fixed pay gap	10.1% lower (5.7%) (lower)	3.2% higher (0.3%) (lower)
	Bonus gap	92.2% lower (84.1%) (lower)	57.4% lower (70.9%) (lower)
The Mersey Docks and Harbour Company Ltd	Hourly fixed pay gap	20% lower (10.9%) (lower)	14.8% lower (8.6%) (lower)
	Bonus gap	49.3% lower (34.9%) (lower)	17.4% lower (75.8%) (lower)
MDHC Container Services Limited	Hourly fixed pay gap	2.0% higher (4.9%) (higher)	1.1% higher (0.0%) (same)
	Bonus gap	No employee received a bonus (Same as previous year)	No employee received a bonus (Same as previous year)

We recognise the gap has widened and the business, with the support of the Diversity and Inclusion Steering Group, has set itself a number of objectives to address the gap.

* Peel Ports data relates to UK based employees of Peel Ports Group Limited and its wholly owned subsidiaries.

Proportion of employees awarded a bonus in the year ended 5 April 2021.

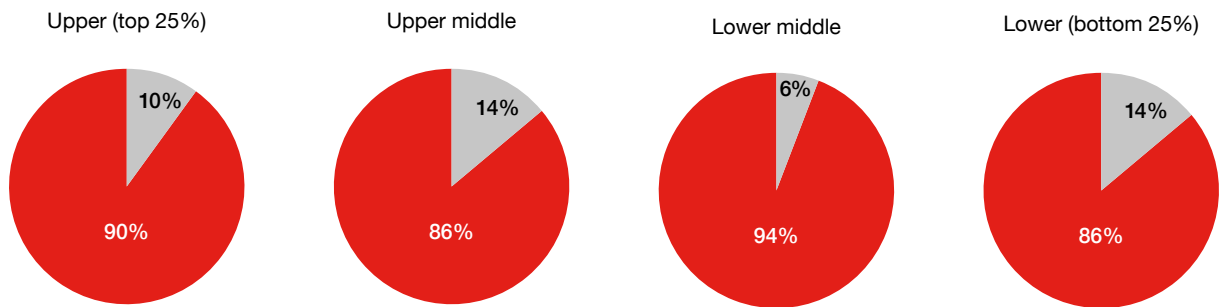
The table below shows the proportion of men and women who received a bonus in the year ended 5 April 2021.



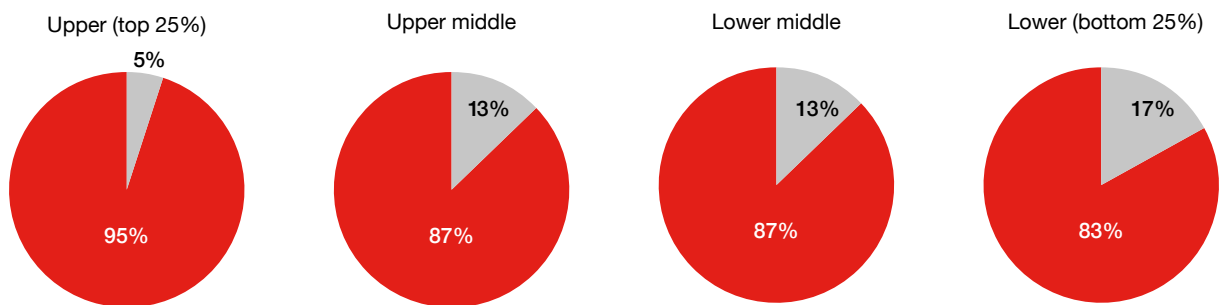
Male Female

Pay quartiles

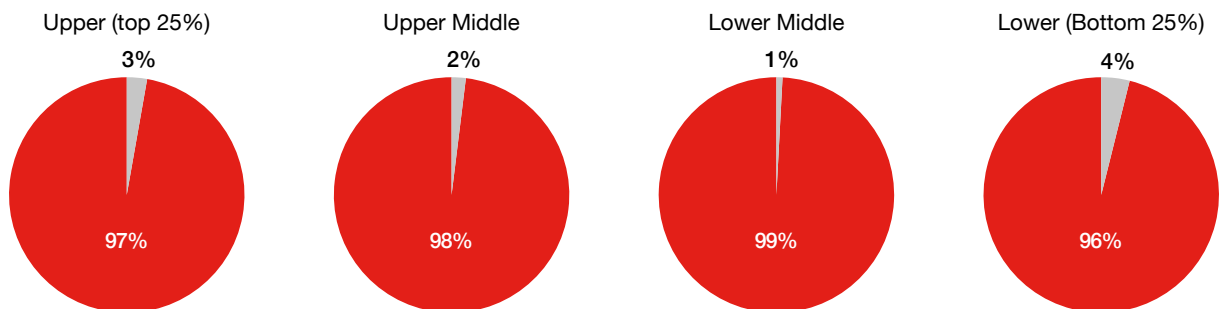
Peel Ports Group



The Mersey Docks and Harbour Company Ltd.



MDHC Container Services Limited



Male Female

The above tables show the distribution of gender across four equal quartiles of pay from the lowest 25% of earners to the top 25% of earners for each of the entities referred to in this note.

* Peel Ports data relates to UK based employees of Peel Ports Group Limited and its wholly owned subsidiaries.

The general trends on pay and bonuses, as shown above, for Peel Ports Group as a whole are reflective of significant developments within the business over the last few years, which has continued after the 2021 reporting date with ongoing focus on diversity in relation to the promotion of female employees into senior positions within the Group during the period.

Leadership and Culture

Leadership is key to building and cultivating a culture which develops and supports a diverse and inclusive workplace. This helps our people feel valued and able to contribute, whilst helping to build a better, stronger and more innovative organisation, with the drive and ambition to achieve more.

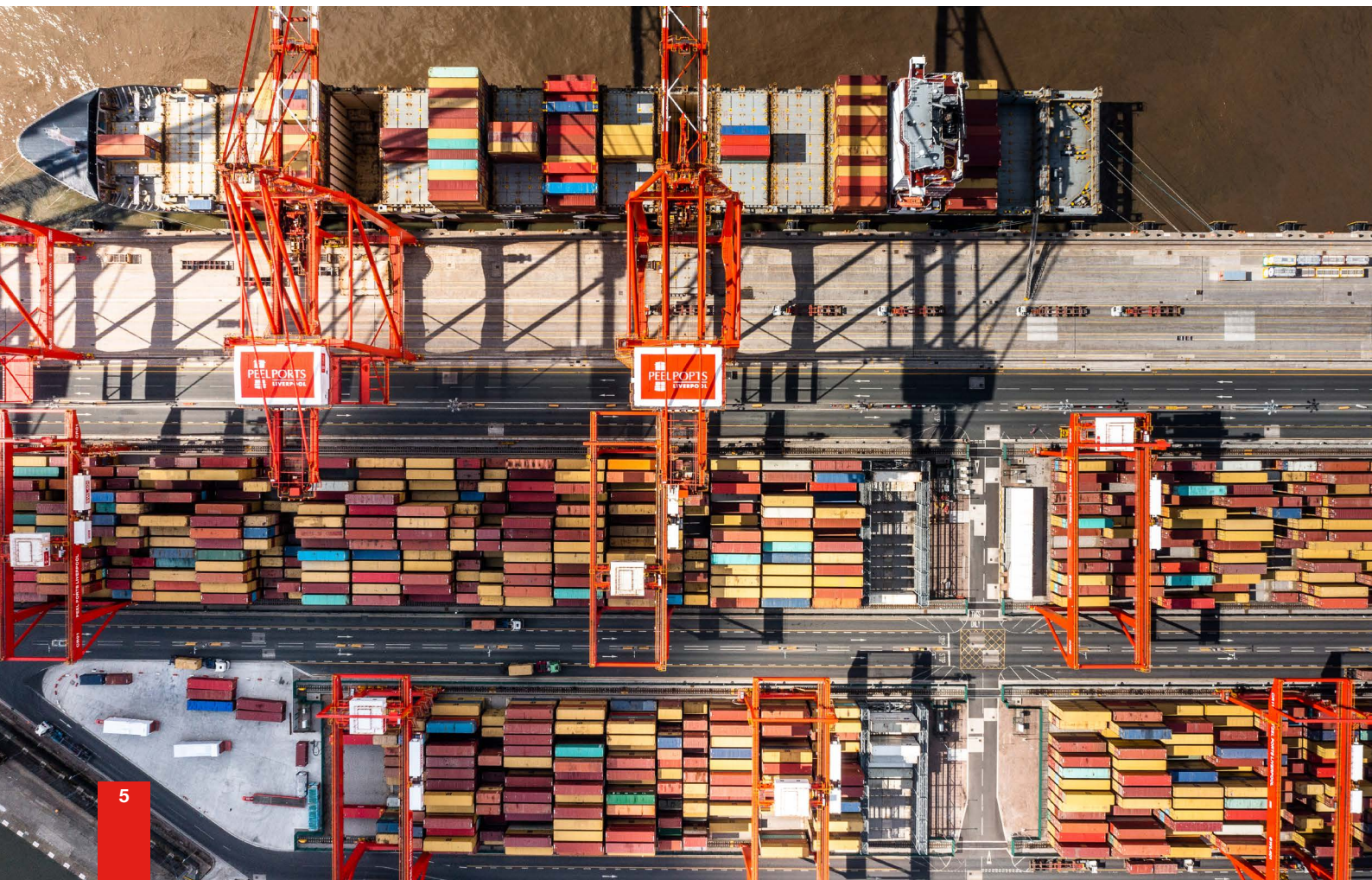
We are about to refresh our inclusion and diversity strategy alongside external support to work more inclusively and communicate more effectively.

Recruitment Challenge

At Peel Ports we are great admirers of talent, especially the kind of talent that can help us in our drive to be a sustainable world class organisation. The kind that is willing not only to respect ambition and teamwork, but to embrace it.

Attracting women to the Ports industry is a challenge, particularly when it comes to senior roles. Peel Ports is working to drive a long-term change and encourage more women to consider careers in the industry.

Fundamental to this is changing the perception of the industry, from traditionally transactional to a forward thinking and dynamic sector in logistics. Peel Ports has been at the forefront of initiatives, leading innovation in this field, for which the business has achieved significant accolades. The marketing of the business strategy reinforces a differentiated position, improving attractiveness to prospective talent.



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