



Gender Pay Gap Report

2021

Moving forward together



Mark Whitworth
CEO, Peel Ports Group

First and foremost, Peel Ports Group is an equal opportunities employer, committed to equal pay for equal work.

Workforce diversity is very important to Peel Ports, blending attributes and skills enables our people and our business to perform to their true potential. We are committed to increasing diversity, and this includes attracting more women to the industry and supporting their development into senior roles.

Over the last few years we have taken a number of significant actions to improve diversity including a significant enhancement to our maternity policy, which includes financial support for new mothers returning to work, and signing the Women in Maritime Pledge in July 2018, a precursor to the Women in Maritime charter launched in September 2018. The Women in Maritime Charter creates a framework to challenge companies to make progress on diversity.

During this coming year, we will be accelerating our strategy when it comes to diversity across Peel Ports and we have recently commissioned an exercise, with support from an external body, to review our current status and help devise a strategy on how we can further increase diversity and inclusion.

A report wasn't issued for the snapshot date of April 2019 due to the pandemic but we have disclosed the numbers within this report for comparison purposes.

Since our last report in 2019, relating to the snapshot date of April 2018, we have had some reporting changes within the business whereby nearly three-quarters of the employees within The Mersey Docks and Harbour Company Limited transferred employment, within Peel Ports, to two different entities. Of these two entities, one relates to management roles

and has less than 50 employees and the other mainly relates to labour and is disclosed within this report.

As such, we are now required to report in relation to both The Mersey Docks and Harbour Company Limited (which as at April 2020 had approximately 250 employees compared with 600 in the previous disclosure) and also MDHC Container Services Limited (which as at April 2020 had approximately 500 employees.) For completeness and context, this report also includes the gender pay gap for all UK employees of Peel Ports Group Limited and its wholly owned subsidiaries.

It may not give a true picture to compare progression in relation to gender pay gap across the last two disclosures for The Mersey Docks and Harbour Company Limited due to the transfer of employees but the progression will be clearer when looking at Peel Ports Group as a whole. We recognise we are on a journey and are undertaking positive action to address the gender pay gap. Whilst change will not happen overnight, we are committed to building a more diverse workforce. We have continued to do this and note we have made positive steps which are reflected within this year's report.

We also recognise that diversity is an industry-wide issue and we are working with some of the UK's Major Ports in developing strategy to address this.

Finally, we would like to note that there needs to be active encouragement to attract females into taking STEM (Science, Technology, Engineering and Mathematics) subjects at school and college and then applying these to a University education. Until there is evidence of this happening through the education system, for Port and associated industries, addressing the gender pay gap will continue to be a challenge.

About Peel Ports

Peel Ports is home to approximately 1,700 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 now 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 89.3% men and 10.7% 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 2020. It also includes the difference between bonus payments made in the year ended 5 April 2020.

Note the reference earlier to the change in organisational structure which means that prior year comparisons for The Mersey Docks and Harbour Company Limited and MDHC Container Services Limited would be inconsistent.



April 2020

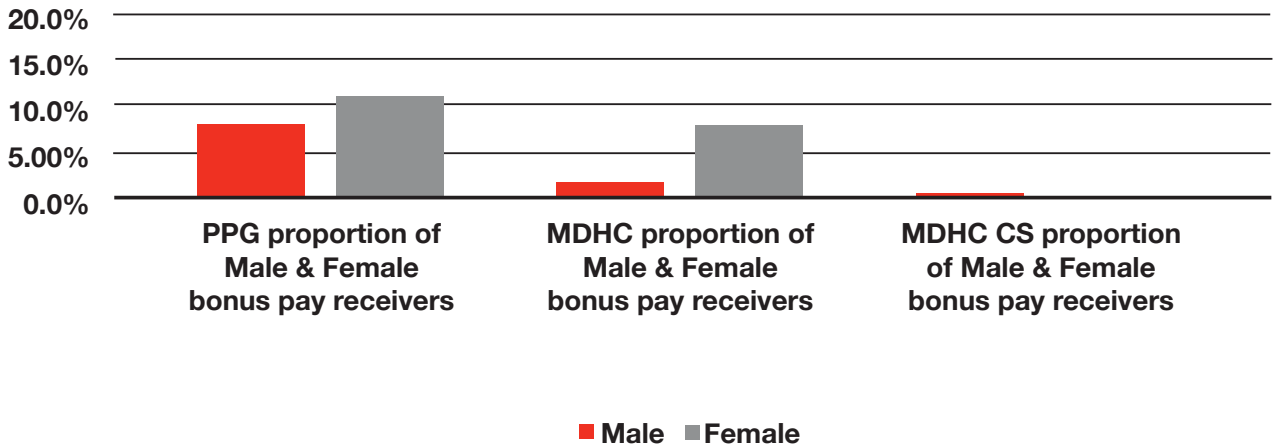
(April 2019 for comparison purposes)

		Mean	Median
Peel Ports*	Hourly fixed pay gap	5.7% lower (6.8%) (lower)	0.3% lower (1.1%) (higher)
	Bonus gap	84.1% lower (86.0%) (lower)	70.9% lower (63.7%) (lower)
The Mersey Docks and Harbour Company Ltd	Hourly fixed pay gap	10.9% lower (0.2%) (higher)	8.6% lower (5.4%) (higher)
	Bonus gap	34.9% lower (45.1%) (lower)	75.8% lower (31.1%) (lower)
MDHC Container Services Limited	Hourly fixed pay gap	4.90% higher (0.2%) (higher)	0.0% same (5.4%) (higher)
	Bonus gap	No female employee received a bonus (45.1%) (lower)	No female employee received a bonus (31.1%) (lower)

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

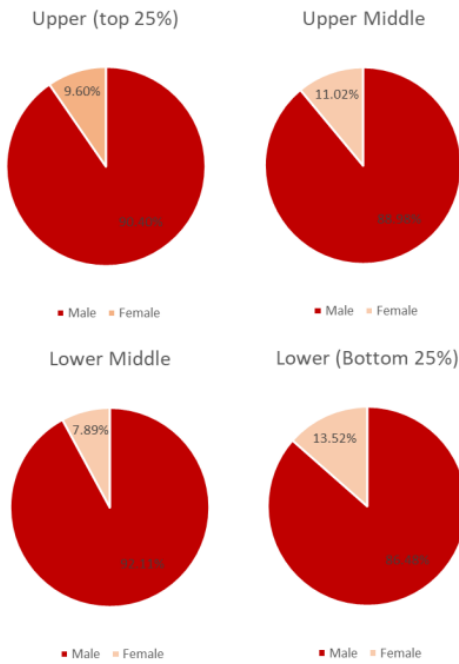
Proportion of employees awarded a bonus in the year ended 5 April 2020.

Below shows the proportion of men and women who received a bonus in the year ended 5 April 2020.

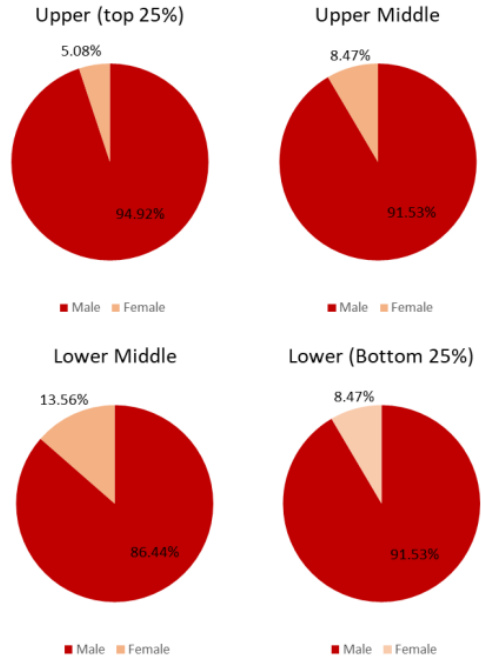


Pay quartiles

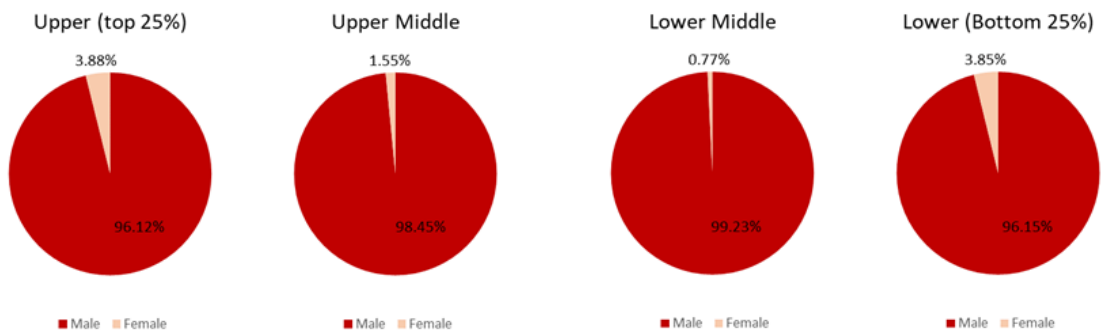
Peel Ports Group



The Mersey Docks and Harbour Company Ltd.



MDHC Container Services Limited



The above pie charts 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 2020 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.

On a practical level we have a significantly enhanced maternity policy, a flexible benefits scheme (including many family friendly benefits) and we ensure every manager considers flexible working for every role being advertised.

Finally, embracing diversity and understanding unconscious bias across the business is a key focus for all of us at Peel Ports.



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