



Gender Pay Gap Report 2023



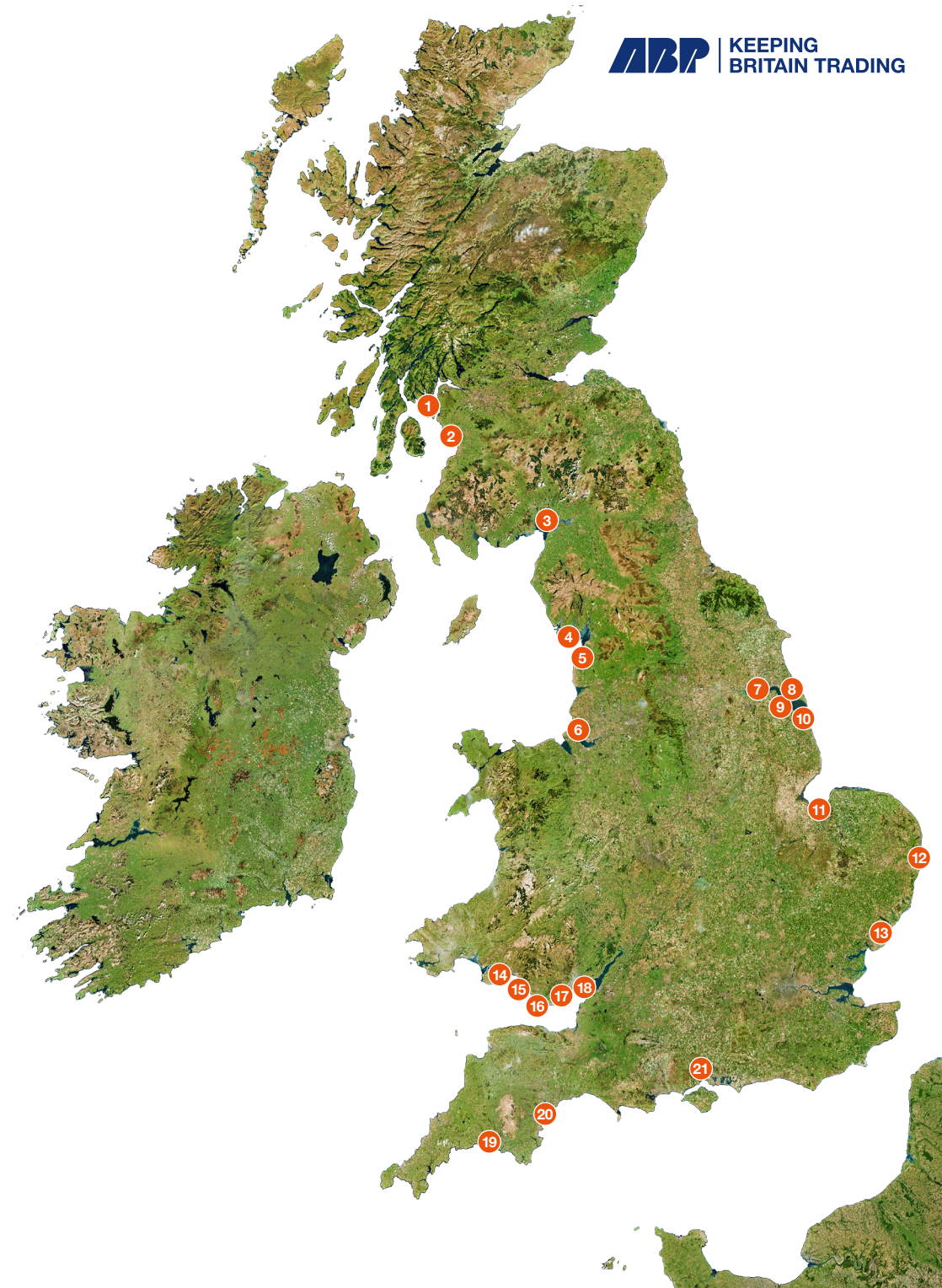
We are the UK's largest and best-connected ports operator

As a vital part of the supply chains of businesses throughout the nation, our 21 ports support 200,000 jobs and contribute £15 billion to the economy every year, handling £157 billion of trade.

ABP is dedicated to supporting the communities which rely on our ports. We are dedicated to serving our customers. We are dedicated to fulfilling our mission: Keeping Britain Trading.

ABP also offers large areas of development land across a wide range of strategic port locations, capable of attracting investment and delivering transformational benefits for the economy both locally and nationally.

- | | |
|-----------------|-----------------|
| 1. Troon | 12. Lowestoft |
| 2. Ayr | 13. Ipswich |
| 3. Sillloth | 14. Swansea |
| 4. Barrow | 15. Port Talbot |
| 5. Fleetwood | 16. Barry |
| 6. Garston | 17. Cardiff |
| 7. Goole | 18. Newport |
| 8. Hull | 19. Plymouth |
| 9. Immingham | 20. Teignmouth |
| 10. Grimsby | 21. Southampton |
| 11. King's Lynn | |





ABP is the leading ports group in the UK and we are committed to our mission of Keeping Britain Trading. We are also committed to building a diverse and inclusive workplace, where everyone can thrive and contribute to our shared success.

I am delighted to share our *Gender Pay Gap Report*, which details our progress on our journey to becoming a more gender diverse organisation.

We have a gender pay gap of -4% which means that, on average, our female colleagues earn more than our male colleagues. Whilst we employ fewer women than men in our business, women tend to be in higher paid roles which influences the size of the gender pay gap. However, as we strive to bring more women into our operational frontline roles, we accept that the gender pay gap may fluctuate over time.

In 2023, we continued to make real changes to improve the day-to-day experience of our female colleagues whilst working at ABP. This ranges from improving mess room and changing facilities across our ports (which benefits both women and men) to using more gender-neutral language in the recruitment process to help reduce unconscious bias.

We also implemented changes to our 'family friendly' policies, which include Maternity, Adoption, Paternity, Parental and Shared Parental Leave to further support employee wellbeing, to help attract and retain diverse talent.

Paid leave entitlements in relation to Maternity, Adoption and Paternity leave have been increased and eligibility simplified. We have also removed the minimum return to work period following maternity/adoption leave for an employee to qualify for future enhanced paid leave.

I was particularly proud to be able to launch our Menopause Policy in 2023. With helpful feedback from our gender D&I network group, this policy was developed to help protect and support the health and wellbeing of colleagues experiencing menopause and menopausal symptoms, and to create awareness of menopause amongst all colleagues. The aim of this policy is also to help promote inclusivity and prevent discrimination, provide advice, and help managers in supporting individuals. This is supported by a new online learning module on menopause awareness, which all our employees are encouraged to complete.

As this report shows, we have much to celebrate in our efforts, but we also know we have much to do. We will continue to work with stakeholders across our industry to help us become the truly diverse and inclusive organisation we aspire to be.

I confirm that the information contained within this report is accurate.

Alison Rumsey
Chief Human Resources Officer

Number of employees

2299

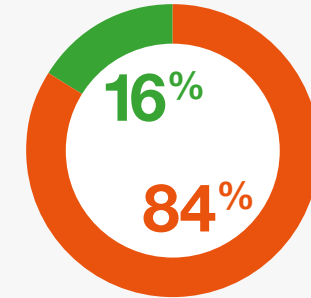
total full-pay relevant employees



1938



361



Mean and Median hourly pay

% = male employees earn more on average
 -% = female employees earn more on average.

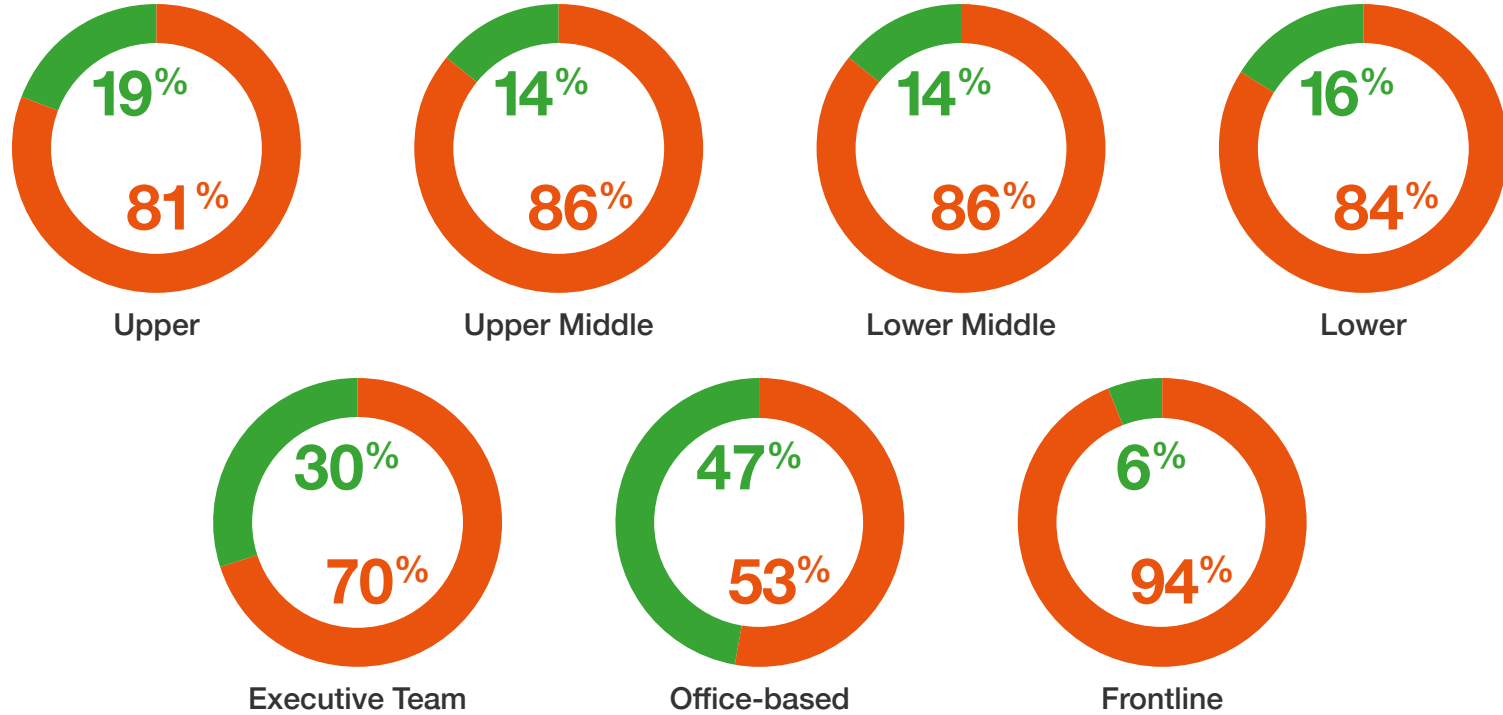
ABP Mean -4%

ABP Median -6%

	2019	2020	2021	2022	2023
Mean Pay Gap	5%	1%	-5%	-5%	-4%
Median Pay Gap	7%	3%	2%	-2%	-6%

Pay quartiles

Proportion of **male** and **female** employees according to quartile pay bands, the ABP Executive Team, office-based and frontline employees.



Bonus gap

Proportion of **male** and **female** employees receiving a bonus payment.



Bonus Gap Mean -36%
Bonus Gap Median 0%

Women in Maritime

ABP is a Women in Maritime Chartered Company and plays a leading role in the UK maritime industry. We continue to improve gender inclusion across the maritime industry by supporting pioneering initiatives including Women in Manufacturing and the Women in Maritime Taskforce.



**DIVERSITY
IN MARITIME**

Poster to celebrate International Women's Day 2023.

ABP Gender Network

ABP is a proud supporter of National Inclusion Week 2023, celebrating diversity and inclusion in the workplace.

ABP has four diversity and inclusion (D&I) networks to improve the workplace from an inclusionary perspective; with our aim to be a more inclusive, diverse and open working community, so our employees can be themselves. One of these networks focuses on gender.

Through this network, we aim to provide a safe space for colleagues to support each other and raise awareness around issues which affect them at work.

With help from our gender D&I network, ABP created and implemented a menopause policy to offer support and guidance for women who are experiencing the menopause or the perimenopause (the 12-month period prior to the menopause).

We recognise the importance of having a support framework in place to assist women going through this period, providing assurance that help is available to them. It is equally as important that individuals in managerial positions and all employees are aware of the menopause so that they can be as supportive and inclusive as possible; assisting and helping any individual who is experiencing it.



International Women's Day



**INTERNATIONAL WOMEN
In ENGINEERING DAY**




Recruiting

We aim to provide a diverse and inclusive working environment for our employees. To help achieve this, we have a non-biased recruiting and interviewing strategy.

We encourage more women to join in a front-line capacity and are aware that front-line work is where the largest difference between the number of male and female workers currently lies. To overcome this, we focus on producing non-biased job adverts and ensure we publish our internal vacancies to widen our talent pool.

We also use a specialist software, Textio, to create gender neutral vacancy marketing to help reduce any potential gender bias. In addition, we offer flexible working arrangements in some roles to facilitate a good work/life balance for employees.



Irene Archer,
Storeperson, Port of Ipswich.



Hollie Lewis
Coxswain,
Humber Marine Control Centre

Before joining ABP, I was a volunteer lifeboat crew member for Southport offshore rescue trust for over ten years, whereby I saved lives on a regular basis and learnt my way around sea life. Alongside this, I worked in the Mersey VTS (vessel traffic services) room, helping provide port safety in many locations.

My goal in life was to become a coxswain working out on the river. In 2021, I joined ABP and was given the opportunity that other companies couldn't provide.

Being a gay female and working in marine male-dominated environments, it can be difficult to progress. However, my colleagues

on the pilot launches were very supportive and focused on my potential, not my identity.

With my past experiences, I was able to progress quicker through the ranks than I could have expected. My role as a coxswain provides stressful situations and tough decisions; it is my duty to ensure safe passage for pilots and crew on the river.

I work closely with VTS, dockmasters and a variety of different vessels on a daily basis. I enjoy my career and can't wait to see what my next chapter will be within ABP.



Fay Draper
Cruise Manager,
Port of Southampton

I joined ABP in December 2021 as part of the evolving cruise team here in Southampton. Working within the cruise team is nothing less than exciting, no day is the same and it is always full of surprises.

As a cruise manager, you are responsible for overseeing a cruise line as well as one of the five cruise terminals, all of which have their own character. To all of us, these terminals become our second homes and along with the tremendous support of our internal teams, we are able to facilitate and provide a seamless transition for millions of passengers each year.

Although female representation in the Maritime sector is relatively low, I do believe we will see growth in years to come. I am not fazed by working within

such a male dominated environment as I have equal opportunity to achieve and create my future growth.

A highlight during my time with ABP was being part of the launch of P&O's newest ship, Arvia. It was great to see it from a port's perspective and to support one of our biggest customers. 2024 will see the launch of the new Cunard ship, Queen Anne and I am looking forward to getting my teeth into that in the coming months.

I feel very privileged to work in such a great team and have opportunities to continue to grow within ABP. I am looking forward to the future as I know it will be a bright one!



Rachel Doy
Marina Operative,
Ipswich Beacon Marina

I joined ABP in November 2022 as a Marina Operative at Ipswich Beacon Marina.

As this is the leisure sector, it's fair to say that no day is the same which I really enjoy about my job. My role mainly includes operating the 75T Boat Hoist and 25T Motorised Boat Transporter and acting as banksman to ensure safe and efficient operations.

I enjoy the interaction with customers and getting to know our regular berth holders and visitors from both the UK and abroad and hearing their experiences and stories of their journeys. I previously worked as a qualified cabinet maker for one of the tenants on site at the marina, so this allowed me to gain my knowledge and confidence in the industry I progressed into and I was pleased to be welcomed by the Marina team when I made the step forward to ABP.



Elisabeth Grigg
Legal Counsel,
London

I am a solicitor in ABP's in-house legal team and have worked at ABP for five years. Before working at ABP, I qualified as a corporate and commercial solicitor in a private law practice where I stayed for two years post qualification before joining the team at ABP.

No day in the legal team is the same! We provide legal support to all aspects of the business, and as such get involved in a wide range of legal issues and queries. These can range from drafting and negotiating commercial agreements with customers, drafting terms and conditions, advising on disputes, helping with marine queries, and reviewing legislation. I love the variety and challenge that this brings and the opportunity to become involved in projects across the group.

In 2022 I came back to work after a year of maternity leave and have been able to return on a part-time basis. I am grateful to ABP and the rest of the legal team for supporting me during my return to work and for allowing me to work on a more flexible basis whilst my son is small.



Pay data for UK employees from the 'pay' period including 5 April 2023 (i.e. payments made in the month of April), as specified by the UK pay regulations.

The pay calculations are based on full-pay relevant employees total pay received in the month of April and bonus payments for UK employees made in the 12 months prior to the 5 April 2023, as specified by the UK regulations.

**Associated British Ports,
25 Bedford Street, London, WC2E 9ES**

A photograph of Ruth White, a woman with short blonde hair, wearing an orange hard hat with the ABP logo, dark safety glasses, and a blue and orange high-visibility work jacket. She is smiling slightly and holding a black clipboard with a silver pen. The background is a blurred industrial setting.

Ruth White,
Local Port Services (LPS) Operator,
Lowestoft Bridge House.