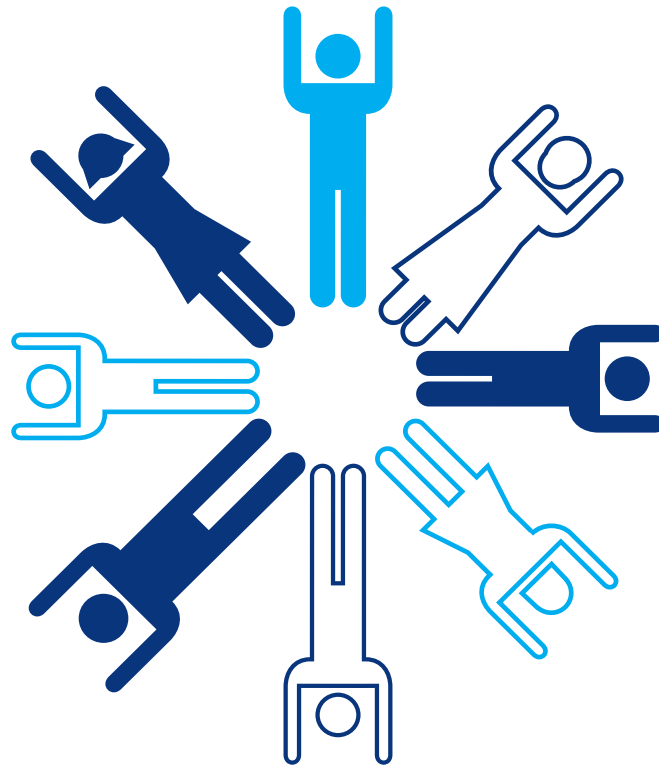




**GENDER
PAY GAP
REPORT
2018 - 2019**



ABP DIVERSITY STATEMENT



As the UK's leading port operator, we are committed to our mission of Keeping Britain Trading. We believe that the best way to achieve this is through having a workforce of skilled, diverse and committed individuals, who can work in an inclusive environment in which all our colleagues are valued and treated equally so they can perform at their best.

By increasing all kinds of diversity in our workforce, including gender, ethnicity, background, age and skill set, we believe we are giving our company and our people the greatest opportunity to be successful.



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

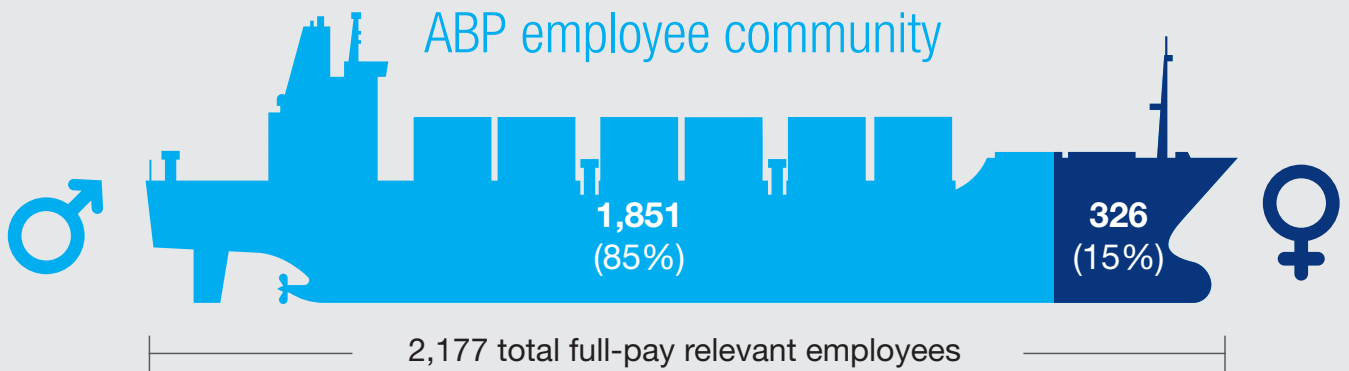
Henrik L. Pedersen
CEO

Pay data for UK employees from the 'pay' period including 5 April 2018 (i.e. payments made in the month of April), as specified by the UK regulations. The pay calculations are based on full-pay relevant employees total pay received in the month of April. Actual bonus payments for UK employees made in the 12 months prior to the 5 April 2018, as specified by the UK regulations. The bonus calculations are based on the company bonus made in the 12 months to 5 April 2018.

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

WHAT IS THE GENDER PAY GAP?

This document is ABP's (Associated British Ports) report for the UK's new gender pay reporting requirements. The gender pay gap shows the difference in the average pay between all men and women in the workforce. It is important to note that this is not the same as equal pay, which is that men and women doing the same job should be paid the same, which is already a UK legal requirement.



Pay gap and bonus gap between male and female employees

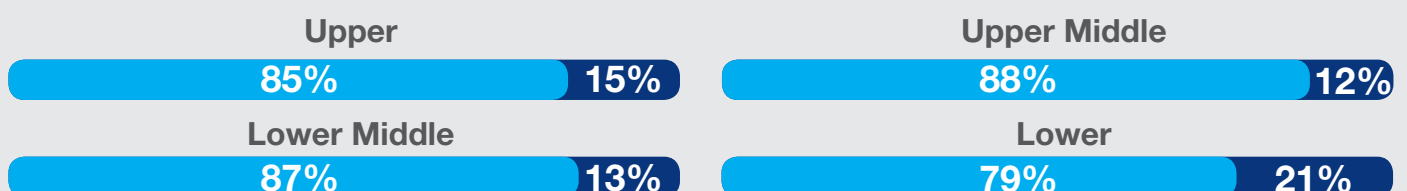
	Mean	Median
Pay gap	5%	8%
Bonus gap	21%	0%

- ↓ Mean Pay Gap down by 3% from 2017
- ↑ Mean Bonus Gap up by 31% from 2017
- ↓ Median Pay Gap down by 4% from 2017
- ≡ Median Bonus Gap remained the same

Proportion of male and female employees receiving a bonus payment



Proportion of male and female employees according to quartile pay bands





Lucia Firman
Technical Document Controller,
Marine



Lisa Hanley
Assistant Commercial Manager



Georgie Cunningham
Compound Receiver,
Operations

My first position in ABP was a Relief Bridge Operator. My job role has developed from that date into an ever changing, engaging and productive role of Technical Document Controller which I love. I appreciate being given this opportunity as my role is varied and covers compliance, finance and security. I have an interest in attending STEM and career days at local schools and colleges and engaging with students. It is very fulfilling when you explain that within just this one company, you can cover so many different and diverse areas of study.

I joined ABP in 2015 as a Commercial Co-ordinator because I strived for a challenge. I saw ABP as an opportunity to build my skills and knowledge within an engaging industry. ABP has supported me throughout my development from Co-ordinator to Assistant Manager for which I am extremely grateful. I love my role because every day is different and I'm constantly learning. I deal with a variety of customers, cargoes and shipping agents. One of the best things about working for ABP is the variety and camaraderie; everyone is so helpful and the people make it a great place to work.

I have had some real fun in the 12 years that I have been working for ABP. It has given me such a good variation of 'life in the docks' from Stevedore to compound checker. I have covered the whole aspects of cars or other units that are shipped from when they arrive in the port to being loaded onto a vessel and shipped to their destination.

ABP has supported me very well when I decided to start a family and enabled me to still be able to work and enjoy being a mum.

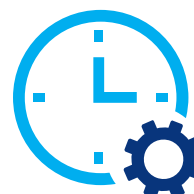
I would happily spend another 10 years at ABP if they can put up with me. :)

WHAT MIGHT CAUSE ABP'S GENDER PAY GAP?

The main reasons for the pay and bonus gap could be:



- A higher number of men than women are employed in senior or technical/specialist roles which attract higher rates of pay.



- Allowances are mainly paid for employees working shifts. Most shift work is currently done quayside and is mainly carried out by men.

WHAT ABP HAVE ACHIEVED SO FAR

ABP is committed to reducing its gender pay gap and in 2018 we have been:



Promoting work-life balance

New fixed shift patterns implemented in some parts of ABP, which enables our employees to plan their personal life (e.g. family events, childcare, etc.) around their shifts.

Implementing flexible working options

ABP are actively encouraging part time working and fully support home working requests. As a result some of our more mature employees have decided to move to part time working extending their career with ABP and the flexibility of home working has allowed working parents to also continue employment.



Integrating women into all areas of the company

A number of initiatives to encourage females to consider all roles available or future career opportunities are continually taking place. They include working in the local community to increase education, offering work experience placements, hosting school visits and port tours to encourage girls into STEM and encouraging young women to join our apprenticeship programme. To support these initiatives ABP have introduced Diversity workshops to reinforce expected behaviours.



Increasing female recruitment particularly to male-dominated roles

Fully committed to increase gender diversity through all recruitment campaigns. A steady rise in the number of females being recruited into management roles or traditionally male roles is evident.



Ensuring transparent career paths and salary structures are in place

Salary structures across some functions within ABP including Marine, Engineering and Operations have been reviewed to support the move to transparent pay scales and progression opportunities.



Launching new employee benefits that offer family support

The promotion of employee benefits has improved particularly those that relate to family support. A Benefits booklet is now available and benefit schemes are promoted through various means including Benefit fairs that we introduced in 2018 to reach our employees that do not have online access.