



# Gender Pay Gap Report 2024





# Company Profile

**At ABP, we proudly serve our customers and our communities in pursuit of our ambitious missions which are ‘Keeping Britain Trading’ and ‘Enabling the Energy Transition’. These are underpinned by a strong commitment to safety, sustainability and our people.**

ABP is the UK’s leading and largest ports group, providing essential gateways for trade and enabling green infrastructure essential for the UK’s energy transition.

Through playing this leading role, we handle more than a quarter of all ports industry volumes, provide support for over half the UK’s offshore wind and catalyse investment, good jobs and prosperity in coastal communities.

We are embracing more sustainable operations, innovation and people development – always with a focus on safety – to deliver the gateways for tomorrow.

Our strategic locations play a vital role in future-proofing businesses and supporting more resilient supply chains across multiple sectors.



**Humber**  
The UK’s largest ports complex, handling 60 million tonnes of goods and a key foundation of a vital super cluster for decarbonisation.



**Southampton**  
The UK’s largest deep sea gateway, handling trade worth £59 billion beyond the EU and Europe’s #1 cruise turnaround port.



**South Wales**  
Key gateways for strategic sectors for Wales like steel and agriculture with a growing role in enabling decarbonisation and energy transformation.



**Short Sea Ports**  
Eleven ports spanning all corners of Great Britain providing essential regional connectivity through the 4 million tonnes of freight they handle and contribute to green growth.

# Our Gender Pay Gap

At Associated British Ports (ABP), we are proud to pursue our ambitious twin missions of ‘Keeping Britain Trading’ and ‘Enabling the Energy Transition’. These are supported by a strong commitment to safety, sustainability and our people. Our people commitment includes building a more diverse and inclusive workplace, where everyone can thrive and contribute to our shared success.

Our *2024 Gender Pay Gap Report* illustrates our ongoing efforts to become a more gender diverse organisation in a traditionally male-oriented industry.

We have a gender pay gap of -2%, which reflects that, on average, our female colleagues earn more than our male colleagues. Overall, ABP employs less women than men and this is particularly the case in our frontline operational roles. Today, 6% of women occupy frontline roles. In our offices however, the number of women and men occupying roles is more evenly split at 43% and 57% respectively.

The improvements we have made to female representation in frontline roles is as a result

of our hard work to change perceptions of our industry with prospective female employees. We now have some fantastic female role models, and we showcase the types of roles they carry out at career fairs and recruitment events, and we also benefit greatly from the support of male allies at every level of the organisation.

We have highlighted some of our female role models in this *2024 Gender Pay Gap Report*. I am delighted that we are beginning to see some early success from these endeavours.

We will continue in our efforts to make ABP the diverse and inclusive organisation we aspire to be, ranging from providing better information on career opportunities and progression, improving welfare and changing facilities and continuing to review our policies to be more ‘family friendly’, to help build a workplace where everyone is treated with fairness, dignity and respect.

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

**Alison Rumsey**  
**Chief Human Resources Officer**



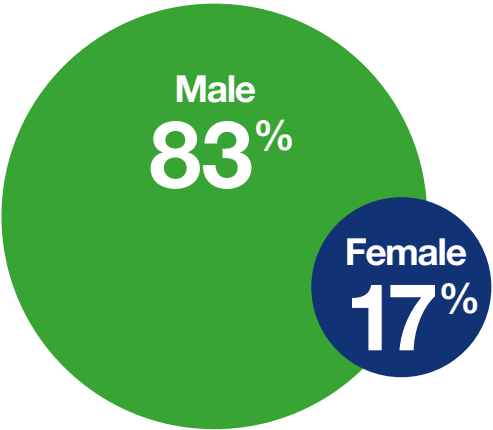
Left to right: Alison Rumsey, Chief Human Resources Officer; Kerry Costello, Head of Border Control Posts, Humber; Roger Pearce, Group Head of Health and Safety, and Simon Cowdroy; Regional Head of HR, Humber

# 2024 Results

In comparison to 2023, the number of male and female full-pay relevant employees has increased by 12 (2,299 in 2023), and the percentage split has increased by 1% in favour of women.

## ABP employee community – male and female percentage split

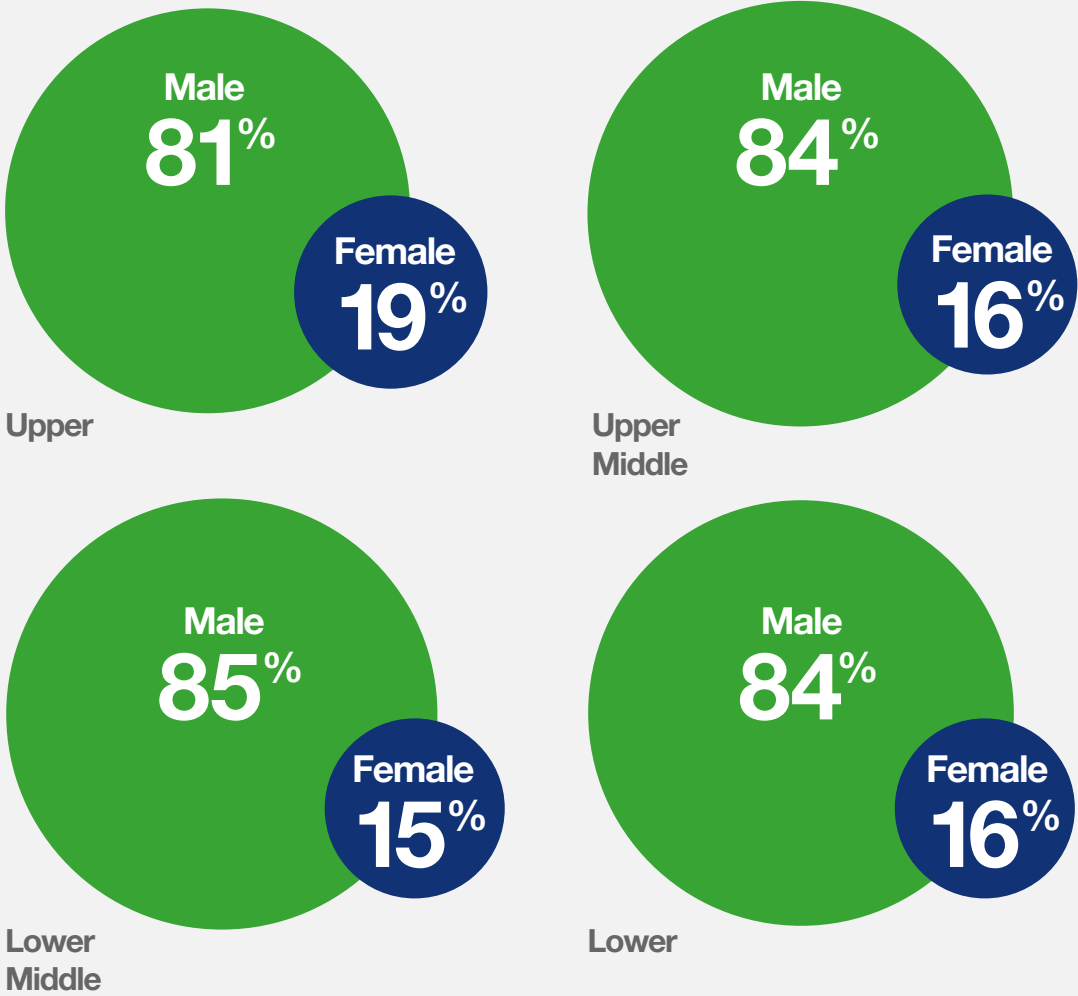
2,311 total full-pay relevant employees, 1,928 (83%) male and 383 (17%) female.



## Proportion of male and female employees according to quartile pay bands

The key observation from our quartile results compared to 2023 is a 2% increase in the proportion of women in the Upper Middle quartile, rising to 16%, and a 1% increase in the proportion of women in the Lower Middle quartile, rising to 15%.

Female employees continue to make up 30% of our Executive Team.



# 2024 Results

## Pay gap between male and female employees

**The mean pay gap has changed from -4% to -2%**

This means the average pay difference between men and women has decreased.

This change is due to an increase of **22** women and a decrease of **10** men in the business, along with a **2%** change in the proportion of women paid in the Upper Middle quartile.

The median pay gap has slightly changed from **-6%** to **-5%**.

Mean Pay Gap

**-2%**

Median Pay Gap

**-5%**

## Bonus gap between male and female employees

**The mean bonus gap has changed from -36% to -21%**

This fluctuation is due to our population of women being small (17%) and hence changes have a relatively large impact.

The median bonus gap remained the same.

Bonus Gap Mean

**-21%**

Bonus Gap Median

**0%**

## Proportion of male and female employees receiving a bonus payment

Compared to 2023, the percentage of men receiving a bonus increased by **3%** to **98%**, and the percentage of women receiving a bonus increased by **2%** to **97%**.

A negative pay and bonus gap result indicates the extent to which women earn, on average, more than their male counterparts. Any fluctuations are a result of our population of women being small (**17%**), and hence any small changes in pay and bonus have a relatively large impact.

It is important to note that in future years the pay and bonus gap could fluctuate both up and down depending on the make-up of the workforce at various levels and on the payments made.



# Women in Maritime

We are a Women in Maritime Chartered company and continue to improve gender inclusion across the maritime industry by supporting pioneering initiatives including Women in Manufacturing and the Women in Maritime Taskforce.

ABP has four diversity and inclusion (D&I) networks that work 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.

Our gender D&I network is helping ABP raise awareness of the menopause (including a Menopause Policy) and menstrual health.

In addition, our gender network is supporting ABP's efforts to improve female facilities across our ports, as well as the provision of female sanitary products.



Poster created by the ABPGEN gender network to celebrate International Women's Day 2024

# Colleagues



**Mumina Thouheeth**  
HR Administrator

“I’ve had a rewarding and fulfilling experience working with talented, supportive colleagues. ABP has provided me with opportunities for personal and professional development including the CIPD course and secondment, both of which have boosted my confidence and expanded my skills. There is no limit to what we as women can accomplish.”



**Lucia Firman**  
Service Delivery  
Co-ordinator

“I love going to careers fairs and speaking to students about the range of fulfilling job avenues in ABP, and you wouldn’t find a more enthusiastic advocate than me as I truly believe ABP is a fantastic company to work for.”



**Fiona Brown**  
Consents and  
Environmental Specialist

“Thank you to the brilliant women around me who I am fortunate to call colleagues, friends and mentors.”



**Rachel Pennicott**  
Technology Support  
Analyst

“Ports are amazing places, with so many diverse roles to choose from, and they are roles that everybody deserves to get a chance at proving themselves in, no matter who you are or what walk of life you come from.”



# Colleagues



**Lauren Penny**  
Graduate, Consents  
& Environment

“Since joining, I’ve had the opportunity to visit a majority of our port locations during my placements, learning from colleagues across the business. The freedom I’ve been given to explore my interests and shape my own learning has been incredibly rewarding.”



**Aimee Payne**  
Commercial Manager

“I joined ABP in September 2023 and since then, I’ve gained invaluable exposure to the complexities of port operations and built strong relationships with customers, stakeholders, and colleagues across ABP. ABP has given me the trust, support, and foundation to thrive in my role, overcome challenges, and deliver exceptional service.”



**Dawn Peace**  
Assistant Operation  
Manager

“I am very much enjoying my time within Southampton; everyone has been so kind and welcoming. I work alongside the Assistant Operation Managers within the department, this will give me the opportunity to develop my knowledge within the team which I am very excited about.”



**Katherine Hinds**  
Estates Manager

“Every day at ABP brings something new. It’s been a massive learning curve, as the role not only involves working on the property matters but understanding how these integrate with the wider business. I really enjoy collaborating with different teams across the business and engaging with our tenants to understand their needs.”





Pay data for UK employees from the 'pay' period including 5 April 2024 (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 2024, as specified by the UK regulations.

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

Left to right: Natalia Hanley, Project Controller; Lauren Penny, Graduate, Consents & Environment; Megan Mardle, Graduate, Consents & Environment; and Sophie Young, Consents and Environment Lead