



Kim Kennedy, Port Manager,
Port of King's Lynn

ABP Gender Pay Gap Report 2021

Associated British Ports

Associated British Ports (ABP) is the UK’s leading port group. With a network of 21 ports handling around one quarter of the UK’s seaborne trade, our mission is “Keeping Britain Trading”.











ABP’s ports include Immingham, the UK’s largest port by tonnage, and Southampton, the nation’s number one export port, handling £40 billion of UK exports each year.

The group’s other activities include rail terminal operations (Hams Hall Rail Freight Terminal), port maintenance and dredging (UK Dredging) and marine and hydrographic consultancy (ABPmer).

Our ports are at the heart of the UK economy, connecting the nation’s importers and exporters to global markets.

Together with its customers, ABP handles around £150 billion of UK trade annually.

ABP plays a vital role supporting UK industry, including:

- | | |
|---|--|
|  Alternative energy |  Port-centric manufacturing |
|  Offshore wind |  Vehicles |
|  Containers |  Dry bulks |
|  Energy generation and storage |  Rail |
|  RoRo |  Cruise |



ABP is committed to Keeping Britain Trading. It is a responsibility we do not take lightly.

As the UK's largest ports group, we continue to work hard for our customers and wider society to ensure that trade continues to flow in and out of the country. Over one quarter of the UK's imported goods come through our ports.

I firmly believe that ABP's people are our greatest asset, and it is vitally important that we have an excellent team of colleagues in place to achieve our ambitious aim.

We must attract, recruit and develop a talented workforce that reflects the communities in which our colleagues live and work. This means that we must continue to be an inclusive employer, welcoming people from all backgrounds and cultures.

Diversity and inclusion will continue to be a considerable focus at ABP as we strive to build a more diverse and inclusive working environment. I am pleased with the progress we are making with our gender diversity, but there is more to do. Our gender diversity network, ABPGEN, which is open to both male and female colleagues, will help determine the actions we need to take in 2022 and beyond.

This is our fifth Gender Pay Gap Report which highlights our ongoing efforts in gender diversity. The Report shows that women earn, on average, more than men throughout the ABP Group.

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

Henrik L. Pedersen
CEO





ABP occupies a leading role in the UK maritime industry and we continue to improve gender inclusion in our industry by supporting pioneering initiatives including Women in Manufacturing and the Women in Maritime Taskforce.

We continue to build on our past efforts and achievements. At the end of 2020, we achieved Diversity in Maritime Chartered Company status for our ports in Southampton and East Anglia. As part of this, we committed to an action plan for a more diverse workforce. In 2021, for example, as part of International Women's Day on 8th March, on social media we showcased the variety of careers available in ABP as a way of attracting female talent.

An important part of our diversity and inclusion efforts are our diversity and inclusion networks which we launched in September 2020. It has been a pleasure to watch our diversity networks develop over the last year. One notable success has been generating key diversity and inclusion issues throughout the business. One specific

example of this was the illumination of buildings in orange in our Cardiff and Ipswich ports in honour of Violence Against Women Day on 25 November.

We continue in our efforts to support our female colleagues in ABP. As part of this, we are trialling a new range of dedicated female PPE (personal protective equipment). We have also been updating facilities across our ports so they are more suitable for our female workforce.

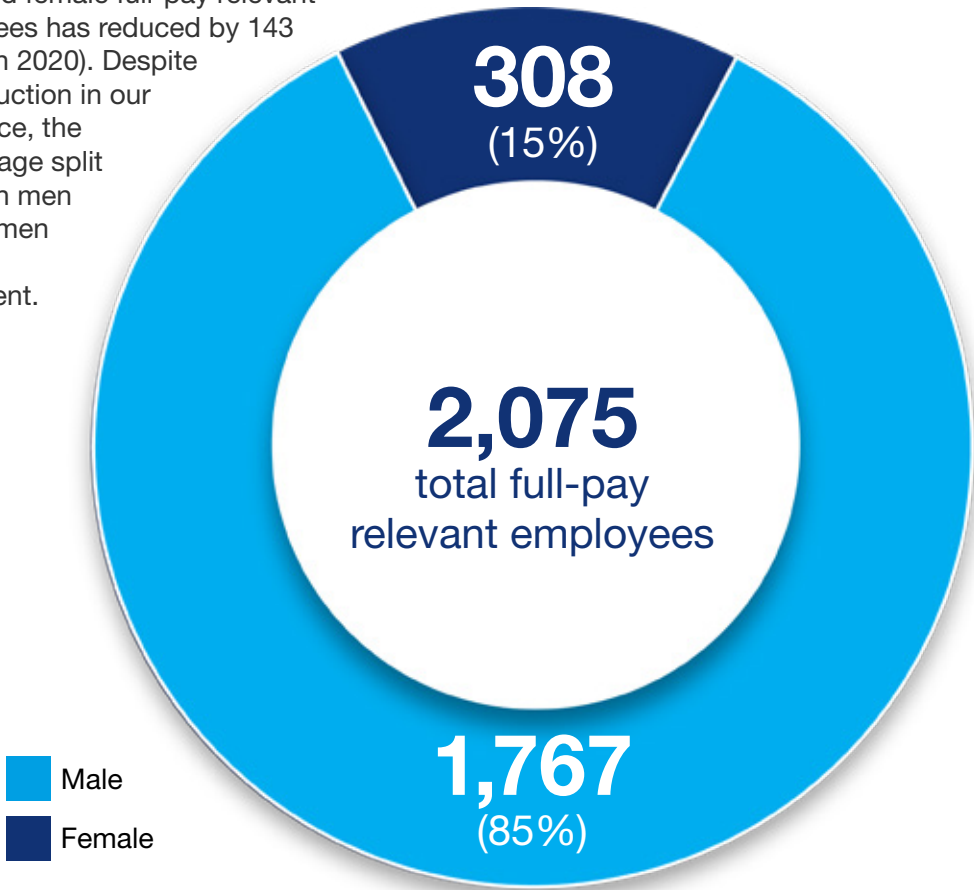
We are also continuing with our endeavours to recruit more women into the maritime industry and into ABP at every level. One notable example is that women represented 57% of ABP's graduate intake in 2021.

At ABP, we are continuing to make positive progress in diversity and inclusion. This is well illustrated by the profiles in this year's Gender Pay Gap Report of a range of colleagues from across the company. These profiles show, in our colleagues' own words, the amazing range of work that is undertaken in ABP by our dedicated female workforce.

Alison Rumsey
Chief HR Officer

ABP employee community - male and female % split

In comparison to 2020, the number of male and female full-pay relevant employees has reduced by 143 (2,218 in 2020). Despite this reduction in our workforce, the percentage split between men and women remains consistent.



Pay gap and bonus gap between male and female employees

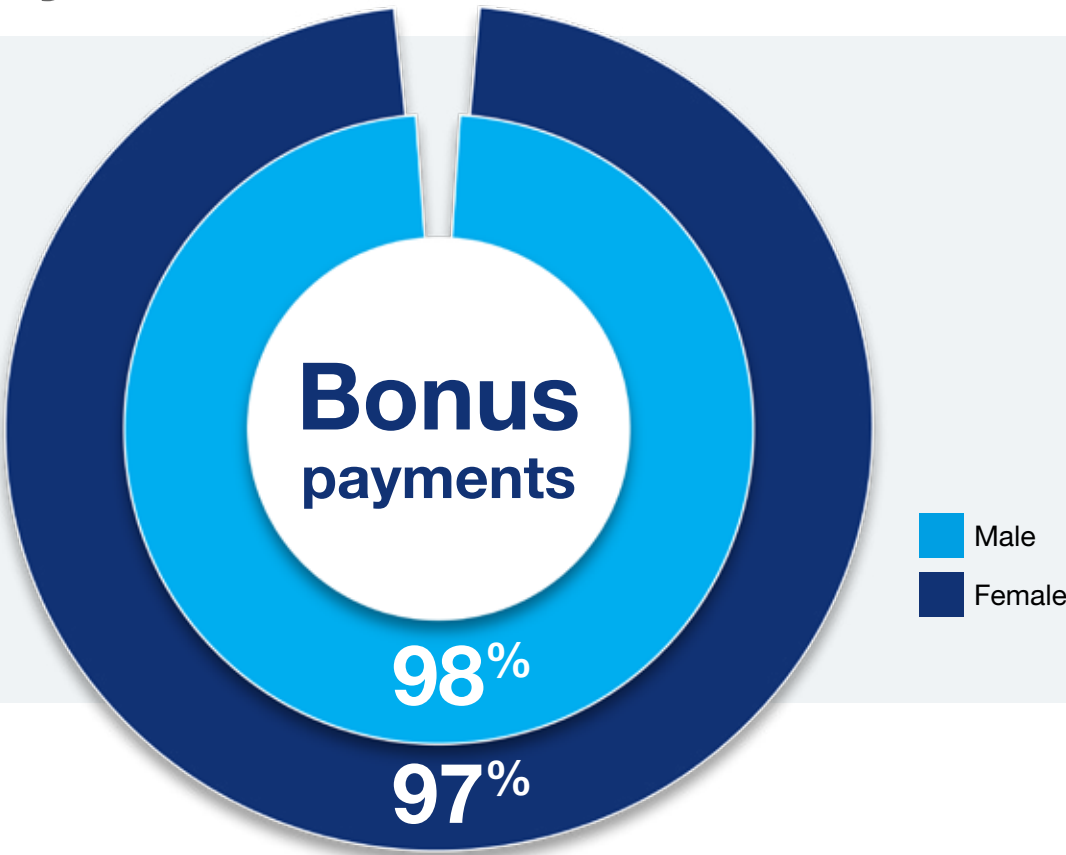
	Mean	Median
Pay gap	-5%	2%
Bonus gap	-28%	0%

- ↓ Mean Pay Gap down by 6% from 2020
- ↓ Median Pay Gap down by 1% from 2020
- ↓ Mean Bonus Gap down by 4% from 2020
- Median Bonus Gap remained the same

Our mean pay gap has continued to reduce further by 6% from 1% to -5% due to our continued hiring of women in more senior roles in the business, which has resulted in a 10% increase in the hourly pay of women in the organisation, compared to a 4% increase for men. This has also resulted in a 66% increase in the hourly pay between women joining the business and those leaving, whilst in comparison, the difference in men's hourly pay has only increased by 0.1%.

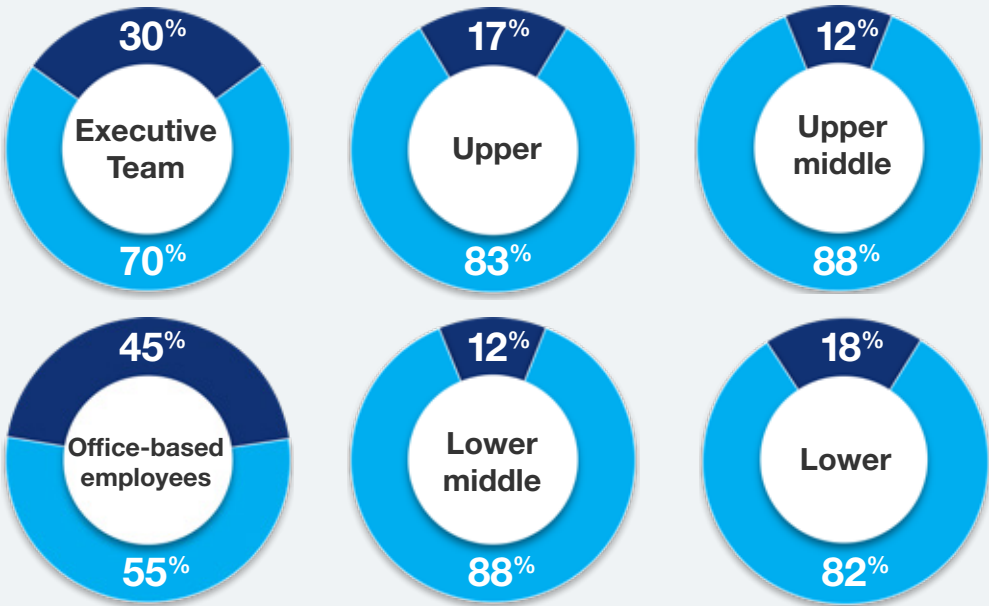
The mean bonus gap has increased from -24% to -28%. A negative result indicates the extent to which women earn, on average, more bonus than their male colleagues. This fluctuation is simply due to our population of women being small (15%) and hence changes have a relatively large impact.

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



Compared to 2020, the percentage of men receiving a bonus increased by 6% to 98%, whilst the percentage of women receiving a bonus increased by 5% to 97%.

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



The key observation from our quartile results is the 1% increase to 17% in favour of women in the Upper quartile compared to 2020. Female colleagues continue to make up 30% of our Executive Team.

Fluctuations

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.

Brainpower over manpower

As the UK's leading port operator, we feel that it's our responsibility to lead the way across everything we do, from safety to diversity and inclusion.



We're working hard to improve gender parity in our industry by supporting initiatives such as Women in Manufacturing and the Women in Maritime Taskforce.

ABP was the first UK port operator to provide personal protective equipment (PPE) designed especially for women. The move represented

a great step in ABP's efforts to further the role of women in maritime, while further improving safety standards and choice for everyone.

In 2020, ABP's ports were recognised by Maritime UK's Diversity in Maritime Charter for their success in implementing initiatives to attract a more diverse workforce.

Diversity in Maritime

ABP is continuing with its efforts to attract a wider range of people to roles within our organisation.

In 2020, our ports in Southampton and East Anglia were recognised by Maritime UK's Diversity in Maritime Charter for their success in implementing initiatives to attract a more diverse workforce.



DIVERSITY IN MARITIME

abpgradcareers.co.uk

"It is amazing to be a part of an organisation like ABP that has a direct role to play in this country moving towards a greener economy, with greater collaboration and more opportunities for all."

Katie Pearce, Commercial Management Graduate

In line with our goal to attract more women into the maritime industry, 2020 and 2021 saw women represent 57% of ABP's graduate intake. ABP continues to maintain efforts to attract more women at every level; and since March 2020, women have been appointed to 33% of all senior leadership appointments.



Better Together



**DIVERSITY
IN MARITIME**

ABP recruitment

We have also run online recruitment campaigns to highlight the range of roles that women at ABP undertake and demonstrate the vast opportunities available in the maritime sector.

In our last Gender Pay Gap Report, we announced the launch of four new company-wide diversity networks: ethnicity, faith and religion; gender; ability (including mental health & disability); and LGBTQ+. Since their launch, the diversity networks have worked to support all colleagues and raise awareness of important issues.

ABP's Gender network was established in December 2020. This network aims to provide a safe space for colleagues to support each other and raise awareness around gender-related issues which affect them at work. Our goals are to make the network as inclusive and open as possible. During 2021 the network spent time establishing itself and raising awareness of gender-related Equality, Diversity and Inclusion events, such as International Women in Engineering Day.

All D&I networks are involved in helping ABP build its diversity strategy for the future.

ABP remains committed to its Diversity Statement: to build a workforce of skilled, diverse and committed individuals, who can work in an inclusive environment in which colleagues are valued and treated equally so that they can perform at their best.



Deyarna Fawbert, Fitter,
Port of Immingham



Our scheme offers talented graduates the opportunity to begin their career journey in some of the most desirable key roles across ABP. Our graduates are supported and given varied training opportunities alongside hands-on experience to develop their skills as future leaders in our industry.

The scheme has opportunities available in a variety of functions, including Port Management, Engineering, Commercial, IT and Finance across different locations, including ABP's London Head Office and all ABP regions.



Harriet Copley Port Management Graduate

Having spent my final year of university sat behind a computer screen, I was attracted to the ABP Port Management Graduate Scheme as it offered a more practical learning experience with a variety of placements.

The two-year programme offers a unique learning experience allowing you to spend time in operations, commercial, strategy and the chance to work at different ports. In addition, the opportunities available and the company values, including giving back to the community, improving gender parity in the industry and reducing carbon footprints are what attracted me to ABP.

My experience at ABP so far has been full of challenges and surprises. If you told me a year ago that my graduate scheme would involve wearing a hard hat and high visibility clothing on a daily basis I would not have believed you. From learning how to drive a Skid Steer to sitting in on profit and loss meetings and analysing cost saving methods, my first four months really have taught me a bit of everything.

The scheme has allowed me to follow up on any areas of interest and no two days have been the same. I am looking forward to seeing what my next placement holds.

Hannah Payne Finance Graduate

ABP flourishes in the port and maritime industry, meaning it can offer an exciting finance role as the business is so dynamic.

After my Master's degree I was keen to find an opportunity to expand my knowledge. The ABP graduate scheme appealed to me because it offered strong learning opportunities and an established individual support framework. As my knowledge of the port industry was limited, this specific style of training was ideal, and I believe will give me the best chance to succeed.

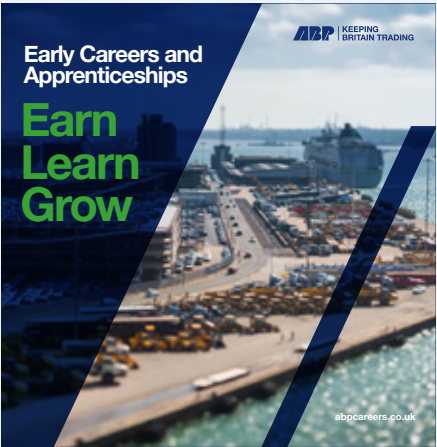
Going on different placements provides me with a real opportunity to see the company as a whole and learn about different functions and business areas.

This unique position has enabled me to make connections across our regions, opening up more opportunities to develop and expand my role. Additionally, the onsite port visits really help me to see the bigger picture and understand how my role in finance supports ABP's operational functioning.

ABP Apprenticeship Scheme

ABP sees apprenticeships as playing an important role in supporting its future talent pipeline. ABP remains committed to continuing to support current and future apprentices to ensure that they complete their training successfully.

Our apprenticeship programme allows talented individuals to start their career in various sectors such as Engineering, Marine, Credit Control, Human Resources and Commercial. Opportunities are offered across all of our locations.



Nicole Allis
HR Apprentice

I joined the ABP Apprenticeship Scheme in September 2021. I am now studying towards my Level 5 CIPD qualification and learning about the extensive range of activities that HR are involved with. I am putting what I learn into practice with involvement in various projects in Southampton.

Since joining ABP, I have been able to get out and about in the port, not only in Southampton, but in Hull too. It's been great to see what type of work all of the teams do, which has subsequently helped me understand where my role fits into the business.

I am very excited to see how my career within HR develops at ABP and feel proud to work for a company committed to promoting safety, diversity, and progression.

Female colleagues

I joined ABP in 2015 as a part-time receptionist in the Ipswich Port Office. Starting a new job after a nine-month maternity break was daunting, but I have always felt supported, encouraged and have been lucky enough to work with colleagues that understand the pressures of balancing work with looking after two lovely (but very demanding) small boys!

For the last five years, I have worked as a Commercial Assistant within the Wales & Short Sea Ports Commercial team.

My job role includes a range of activities, from calendar management and organising meetings, events and travel, to supporting the creation of documentation, reports and commercial presentations.

Working across 16 of ABP's 21 ports is fantastic because I learn so much about the diversity of our ports, the industries they serve and the colleagues that work within them.



Clare Flatt
Commercial Assistant

Female colleagues



Helen Green
HSE Trainer

Good health and safety is vital in the port industry. As a health and safety trainer at ABP, I really enjoy working with colleagues across the business, from new port operatives to the executive directors, to empower them to be proactive to keep themselves and those around them safe.

The job is very varied. As well as courses related to specific safety hazards and processes, I deliver training on safety culture based on ABP's Beyond Zero programme, and ABP's corporate induction training to welcome new colleagues to the business.

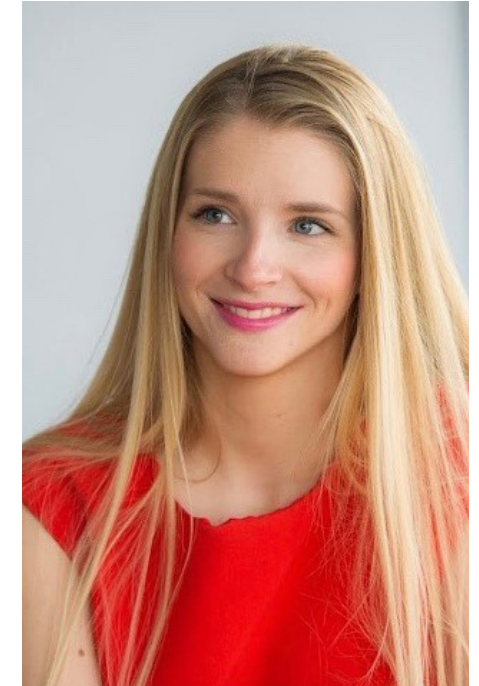
Here at ABP we are also encouraged to get involved with projects beyond our day-to-day roles. For example, in 2021 I facilitated a series of online workshops for our South Wales Marine team as part of their working practices review. It is also very exciting to be involved with the development and roll out of our Effective Performance Management training programme for our front line managers.

I am a member of one of ABP's diversity networks. Through the networks, ABP provides a safe space for colleagues to support each other and raise awareness around issues that affect them at work.

Having worked in the port industry for over eight years, I joined ABP in 2019 as Process Improvement Manager for Garston. In 2020, I started a new role as Project Management Office Coordinator for Wales and Short Sea Ports in the Asset Management and Engineering Function, which I absolutely love!

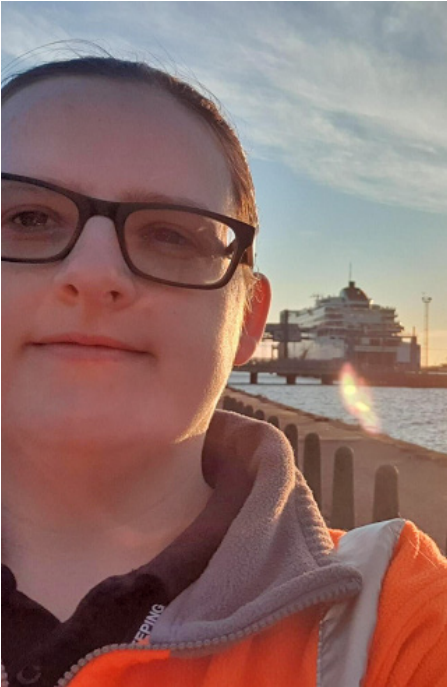
I have learnt so much since starting the role, which has enabled me to implement new processes and key performance indicators that add value to key stakeholders, as well as new ideas on how we work as a team. The main objective of the Project Management Office is to ensure the delivery of projects is consistent, transparent and governed in line with company policy.

As part of my career development, I am now looking to undertake a Project Management qualification to help my day-to-day work. I'm proud to work for a forward-thinking company such as ABP, which is investing in the future and is supportive of my career development, and where I feel my work is valued.



Abbie Eason
**Project Management
Office Coordinator**

Female colleagues



Rebeka Pengelly
Assistant Dock Master

I joined ABP in August 2019 as a Level 4 Port Marine Operations Office Apprentice. It was daunting at first knowing that I was entering into a mostly male environment and having no marine knowledge. However, everyone I came across within these roles showed support and willingness to teach, pushed me to do my best, be confident in myself and get to where I want to be. Everywhere I went I was included as part of the team regardless of my background.

During my second year as an apprentice, I was offered a full-time role within the Data Centre as a Marine Information Officer, which I did alongside completing my apprenticeship. This role enabled me to put the knowledge I had gained about the ports into action, as well as seeing how all the departments work together.

It was a trying role at times, but I enjoyed the challenge it provided during busy periods. I managed to complete my apprenticeship a year early and have now taken on a new role as Humber Assistant Dock Master, which I started in October 2021.

I joined ABP in May 2017 as a PA to the Head of Port Business Services. I was one of the very first people to join the new shared service centre based in Hull. I have been working for ABP for five years now and have had the opportunity to progress in my career and am now a Process and Automation Specialist working for the Operational Excellence team, a relatively new team that was founded two years ago.

I love working for ABP and can honestly say that I really do enjoy coming to work each day. My job is to look at different processes to look for opportunities for improvements and automation, so there is a lot of variety within my role and I am always learning new things about ABP. I also love meeting new people and learning how they operate in ABP within their role. The best part of my job is meeting and helping people and learning each day.

I believe ABP really care about the people who work here and are proactive in their approach to diversity in the workplace, employee engagement and welfare and offering flexible working opportunities.



Jess Marshall
Process and Automation Specialist

Female colleagues



Lindsay Mountain
Assistant
Operations
Planning Manager

I joined ABP in February 2020, initially as an auditor then as a member of the Central Planning Function supporting Bulk Park stocks and the Damages & Claims teams.

My manager, Penny Gidlow, took maternity leave in May 2021 and I was successful in applying to cover her role during her time with her family. I had already enjoyed the variety I'd experienced in the first 18 months with ABP, but working as an Assistant Operations Planning Manager has been a fantastic journey. I've met more people, been able to put forward ideas and suggestions for continuous improvement and hope I empower the team to drive change and development in their areas.

I love having the opportunity to work with colleagues from around ABP in the Networks that were launched at the end of 2020. I'm a member of the Gender Diversity Network and am excited to be part of a team that is working on addressing gender stereotypes and supporting all genders in achieving equality.

I joined ABP in October 2018 having come from an offshore oil and gas background. I initially joined as Service Delivery Manager for the Humber but quickly realised I missed the fast dynamic pace of Operations so applied for the role of Hull Container Terminal Manager. I have been in this role now since August 2021 and have found the challenge exactly what I needed. I work with a great team of operatives, planners, and container terminal assistant operation managers.

No day at ABP is the same. My work keeps me busy as there are many things requiring attention at the same time. The need to prioritise and ensure the safety of the team is a moving beast. Dealing with the customers on a daily basis has its challenges. However, I believe building the right relationship with them and maintaining an open and honest daily dialogue is the right way to operate.

I have enjoyed the last six months in Hull Container Terminal and look forward to taking the Terminal forward into 2022.



Kerry Costello
Terminal Manager

Female colleagues



Irene Archer
Storeperson

I have been the storeperson at Ipswich for three years. It is a role I relish and adore. I started at ABP during 2012, to provide administrative support to the engineering team. It was a hectic working environment, alien to my previous roles, but I enjoyed the many challenges and in particular the people. I absorbed the knowledge imparted by my different colleagues and took advantage of many opportunities including various training packages offered by ABP.

After a while, I decided to apply for the role of storeperson. After interviews, I was offered the role and the support from my ‘super’ supervisor and management team has been truly amazing. All my colleagues at Ipswich port have been incredibly helpful and ABP has a great view on supporting work-life balance and allowing anyone to undertake new challenges.

In the last year, I was invited to be involved in the Women in Maritime project. This is an awe-inspiring ongoing project, and I am proud to be part of such a wonderful team who are making progress and changes in so many areas of the maritime world. In addition, ABP is continuing to lead the way with female PPE and a new female PPE trial is soon to be launched. It is very exciting to be part of the trial and demonstrates that ABP is a progressive, forward-looking company.



ABP's Cardiff Office illuminated in orange to help raise awareness of Violence Against Women Day on 25th November 2021

Pay data for UK employees from the 'pay' period including 5 April 2021 (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 2021, as specified by the UK regulations.

**Associated British Ports,
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Ruby Begum, PA to Chief Information
Officer and Group Director Safety,
Engineering & Marine