

# Gender Pay Gap Report 2019



**ABP is the biggest port operator in the UK with 21 ports around the country, in areas including the Humber, Southampton, East Anglia, Wales and Scotland. With 95% of the UK's trade moving via ports, ABP has an important role to play in keeping Britain trading. It's therefore essential that we attract and retain the best people from a wide variety of backgrounds who can use their talents to grow our business and support our customers, old and new.**

Our success in having the right people onboard is dependent on having an inclusive and diverse organisation where everyone is welcomed. At ABP, we firmly believe that we will be stronger for having different voices heard with their respective



alternative viewpoints. This will undoubtedly make us a stronger organisation and, as such, we are determined to play our part in full in promoting diversity in ABP and within the wider maritime industry.

This is the third Gender Pay Gap Report that we have published and it charts our efforts in improving diversity within ABP.

As a company, ABP can be proud of its achievements and pioneering role in promoting diversity in our industry. However, despite all our efforts and progress, it is clear that there is a great deal more work to be done to build a more diverse and inclusive workforce in ABP and we will continue to focus in this area.

**Diversity and inclusion are of paramount success to ABP. We have been working on improving our gender balance and are particularly focused on attracting more women into our apprenticeships and graduate training programmes.**

We are working hard to increase the number of women joining ABP and the maritime industry and I am delighted that we are starting to see increases in the numbers of our female apprentices and graduates joining our business. I want them to go on and enjoy successful careers with our organisation too. We are also making positive changes elsewhere across the company. For example, the number of female colleagues in ABP's Executive Team has risen from one to three, now making up 33% of the Executive Team.

Our gender pay gap remains the same as it did in 2018. However, as we bring more women into the business, the gender pay gap may fluctuate up or down depending on the ratio between men and



women at various levels in the organisation. Bringing in more women in entry-level roles helps to build a pipeline of female talent, which is a vital foundation for making lasting change. Any resulting increase in our company's gender pay gap is a short-term issue and we are firmly of the belief that increasing our number of young females is the right thing for us to do.

We are also committed to offering progressive career opportunities in order to attract and retain the best talent. However, as we are the biggest port operator in the UK, we also have a responsibility to support the wider maritime industry, so we actively work with partners in our supply chains, advisers and government and local authorities to collaborate and build a more balanced workforce.

The data in this report shows that we have taken positive steps. We will continue to work hard to increase our diversity and inclusion in ABP and look forward to more success in this area in 2020.



## Pay gap and bonus gap between male and female employees

	Mean	Median
Pay gap	5%	7%
Bonus gap	-9%	0%

Mean Pay Gap remained the same

↓ Mean Bonus Gap **down by 30%** from 2018

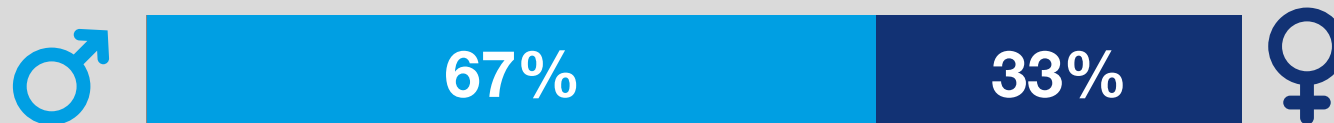
↓ Median Pay Gap **down by 1%** from 2018

Mean Bonus Gap remained the same

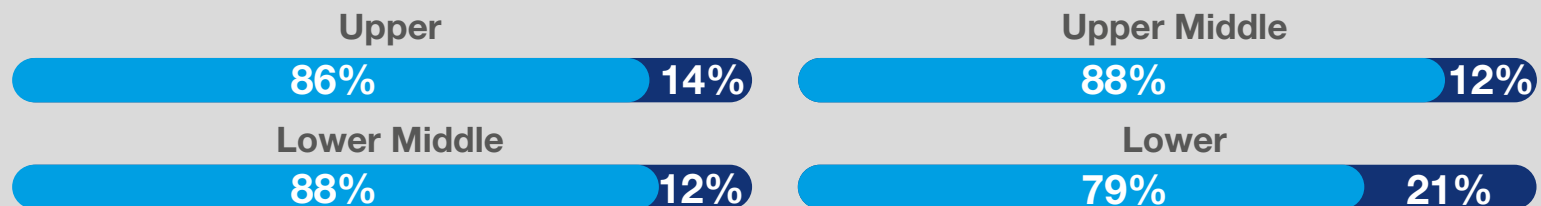
### Proportion of male and female employees receiving a bonus payment



### Proportion of male and female employees in the Executive Team



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





### Attracting women into our industry

We are working hard to increase the number of women in ABP and in the wider maritime industry.

We are particularly aware that developing early careers for women in the maritime industry is a key tool in improving our gender balance.

In 2019, we continued to make progress in increasing the number of females in our apprentice intake from 11% in 2018 to 16%.

We continue to encourage our female apprentices to take part in a variety of engagement activities and act as ambassadors to encourage women to enter the port sector.

In 2019, we reinvigorated our Graduate programme with 25% of the 2019 intake being female, and we will look to improve this going forward.

ABP also invests in training as a tool to foster an inclusive environment. For example, we have



launched a programme of enhanced hiring manager recruitment training, which details how to avoid conscious and unconscious bias in recruitment.

This helps raise awareness of conscious and unconscious bias and highlights ways to recognise and avoid it. To date, we have trained over 75 colleagues in recruitment bias avoidance.

Our commitment to diversity in recruitment starts at the search stage and we have broadened our search criteria for roles to include as wide a range of potential applicants as possible. We have also increased our representation of women in senior recruitment panels to support diversity through our recruitment process.

In addition, some of our female colleagues are training to be part of a maritime industry interviewing pool. This team is used for interview situations for smaller companies in the industry who have limited female resources available for when an interview occurs.



**Nusrat Ghani MP:** The Port of Southampton welcomed Maritime Minister Nusrat Ghani in February 2020 as she met with ABP apprentices to learn more about their roles in the lead up to National Apprenticeship Week.



### Women's Personal Protective Equipment

ABP is the first port operator to launch a range of exclusive women's personal protective equipment (PPE), which is now being used by our female employees in our ports.

This new PPE, developed with our partner Anchor Safety, is a significant development in supporting women in our industry by improving safety standards and providing greater choice for our workforce. This new range of protective clothing, which also includes options specially designed for maternity, promotes greater inclusivity and can help women consider the opportunities of a career in the maritime industry.

### Lindsay Briggs, Electrical Apprentice, Ipswich

I joined ABP in September 2017, aged 29. I am currently in the second year of a four-year Maintenance Operations Engineering Technician Apprenticeship (Electrical).



I work in a lovely team of maintenance engineers at Ipswich. I love working here because the job is varied every day. One day I could be completing a domestic electrical installation, the next I'll be fixing a boat or crane, it never gets boring.

The job, however, is the easy part, as I have to juggle this around being mum to 18-month old twin boys, who take up all my time at home, leaving me very little time to relax.

I love being an engineer, having to think outside the box and problem solve. I work with the best team, have excellent supervisors and I'm constantly learning new skills. I can operate machines I couldn't even name before I started at ABP. I want to prove that women can do this job just as well as men and I hope that I'm succeeding.

This is the first job I can honestly say I am enjoying doing and it's a far cry from the stresses of motherhood. Am I exhausted? Totally, but I know this apprenticeship is worth it, things will get easier, and the two grinning faces I'm greeted by when I get home each night keep me going.



We are aware that a major step we can take for ensuring change is by promoting early careers for women within the maritime industry. We also understand that in order to retain diverse talent within the industry, we need to demonstrate ABP is an employer who offers varied careers and development opportunities within our workplace.

Our colleagues across ABP therefore get involved in many events to promote gender diversity in the maritime industry. This includes giving speeches and hosting events at local schools and colleges to promote STEM and maritime careers, as well as regularly attending careers fairs in the communities surrounding our ports, including on the Humber, Southampton, South Wales and East Anglia.

In the 2019 London International Shipping Week, we worked with the Women in International Shipping and Trade Association (WISTA UK) to coordinate a reception highlighting diversity across the wider maritime industry. The reception provided an important opportunity to discuss ways we can accelerate progress in diversity and Alison Rumsey, our Chief Human Resources Officer, was honoured to deliver a keynote speech during the event.



**Careers within ABP @Lowestoft**

We deliver commercial property solutions, which are supported by unrivalled port services, for the manufacturers and distributors of goods locally, nationally and globally. Various departments within the Port assist with these services ranging from Pilotage, Port Operations, Marina, Estate, Commercial, Health and Safety, Compliance, Finance and Environmental.

- The port comprises of 97 acres of port-based development land with approx. 3,500m of Quayside
- Circa. 16,000 vessels movements per annum
- Most Easterly Port in the UK
- The Port is home to the Operations and Maintenance base's for the Greater Gabbard and East Anglia One Wind farms and is developing into a renewable energy within East Anglia

*In the port of Lowestoft, we have had representation at many local career fairs including The Suffolk Chamber of Commerce Careers Day. We also have a strong alliance with the Women's Engineering Society.*

**Charlotte Gifford,  
Marine Information Officer**

I used to work as a shipping agent, but now I am liaising with all the agents to communicate with the ships to help them navigate the ports. You have to communicate with a lot of people and you have to make sure that their information is correct and work together with everyone to guarantee success. But that is also one of the best parts of the job, I can speak to people from all over the world from my office in Grimsby, it's a great experience.

You do have to think on your feet a lot in this job though, and while you can ask people for help and advice, you just grow and learn how to handle things yourself and solve any problems you come across.

But my favourite part about the job is definitely the career days. It felt special to me because when I was a schoolgirl I had no idea what I wanted to do and being able to just tell these girls about the



opportunities at ABP and potentially opening them up to the industry just felt really important.

Locally, I've been out visiting schools and talking to young girls with the Women into Science and Engineering (WISE) and Women into Manufacturing and Engineering (WIME) projects. They get women working in STEM industries to speak to girls aged 11-16 about their careers to just try to broaden their horizons when it comes to their future. When you say you work in shipping, nobody knows what you mean a lot of the time, so it's helping people see what we do and, coming from a shipping family history, I am really proud to talk about it.

ABP also offer you a lot of support, both in your personal life and in your career. I am not a university graduate and didn't come through the apprenticeship scheme, but ABP has offered me great career development. Just the sense of community and heritage at ABP makes it just feel local even though it is international, you just feel at home.





Paula Nicholls, HR Assistant (left), and Jennie Carley, HR Assistant, at a Women into Manufacturing and Engineering (WIME) event.

### Paula Nicholls, HR Assistant

We have a stand at the Women into Manufacturing and Engineering (WIME) event in the Humber and also contribute to the regular steering group meetings throughout the year.

I have been attending the Women into Manufacturing and Engineering event since I started at ABP and I was actually recruited through attending this event! I went along to the Hull session when I was under redundancy.

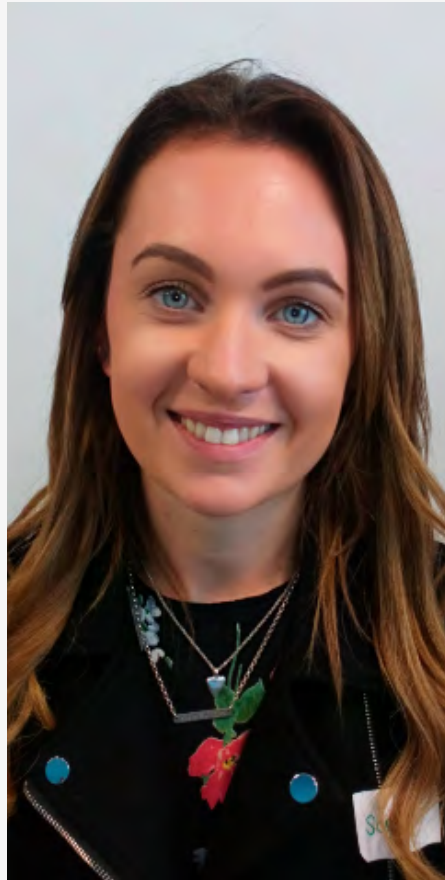
I walked round the various different tables really worried about stepping outside of the retail background I had. The enthusiasm in the room was amazing and it really made me understand that there are so many different opportunities out there. I met the team on the ABP stand and the rest is history.



**Sophie Cordery,  
Business Administration Apprentice**

I am currently in my first year of a Level 2 Business Administration Apprenticeship with ABP. I work as a Front of House Assistant/ Administration Assistant within the Executive Support Team. I believe an apprenticeship is a great way of learning new skills whilst working and having a great career at the same time, which will add to my future career prospects and opportunities.

My job role involves many different activities, from front of house duties to organising company events. I really enjoy working in my department with the other members of the Executive Support team. They provide me with the guidance I require to progress with my apprenticeship and I am constantly learning new skills on the job and gradually taking on more responsibilities. I really enjoy the diversity of the job as I get an insight into different departments as well as working around the different ports in the Humber region.

**Elysia Scully,  
Port Management Graduate**

I was looking for a new challenge and the opportunity to work in an exciting industry, so when I spotted the opportunity to join the Graduate scheme on a job site, I knew I wanted to apply.

ABP stood out due to its sustainability credentials and its work in improving access for women into the ports industry. I was also interested in the opportunity to work in different areas of the business.

As an ambassador for ABP, I recently got to attend an event to inspire young women into maritime and STEM careers run by the 1851 Trust charity and sponsored by the Department for Transport.





**Supporting gender diversity continues through an employee's career. Some of our workforce may need to take time off work for maternity leave and ABP makes every effort to provide an encouraging and supportive environment for them.**



**Maxine Waddington,  
Senior Legal Counsel**

I am a Senior Legal Counsel in the Legal team and I'm also mum to a 15-month old little boy, Wilf. I returned from maternity leave in July 2019 and have come back to four days a week, with one of those days working from home.

I work flexibly so that I can coordinate childcare with my husband, so generally work 9am to 5pm, but will then log back on as needed in the evenings.

Angela, our General Counsel, has been incredibly supportive of my return to work, being a working mother herself, and has encouraged me to prioritise the time with Wilf when he is so young. Ultimately, I would like to return to work full-time, but I am very grateful to ABP, and particularly to Angela, for enabling me to spend the extra time with Wilf whilst he is little.



Pay data for UK employees from the 'pay' period including 5 April 2019 (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 2019, as specified by the UK regulations.

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