

CREATING A DIVERSE AND INCLUSIVE WORKFORCE

GENDER PAY GAP REPORT 2023



GENDER PAY GAP REPORT 2023



At Hutchison Ports Port of Felixstowe, we recognise the value of having a diverse workforce that reflects the community in which we are based. We have a rich history in our local community, providing jobs and opportunities, often to multiple generations of the same family.

We have much to be proud of but our industry has traditionally been male-dominated and that is something we are committed to change. Our gender pay report helps us to identify areas where we need to improve, recognise how we have progressed, and what we are doing right.

This year, our gender pay gap has decreased. We know that in the previous reporting period, our results were impacted by a one-off payment to the majority of the workforce. We are pleased to see that our results for this reporting period are showing a very low gender pay gap and is more reflective of the real position.

As in all years prior to 2022, we are once again reporting industry and sector leading figures and we want to ensure that through continuous review and improvement, we continue to achieve this for years to come.

Encouraging and supporting more women to fulfil their potential within the sector will be key to maintaining and improving the gender pay gap.

GENDER PAY GAP

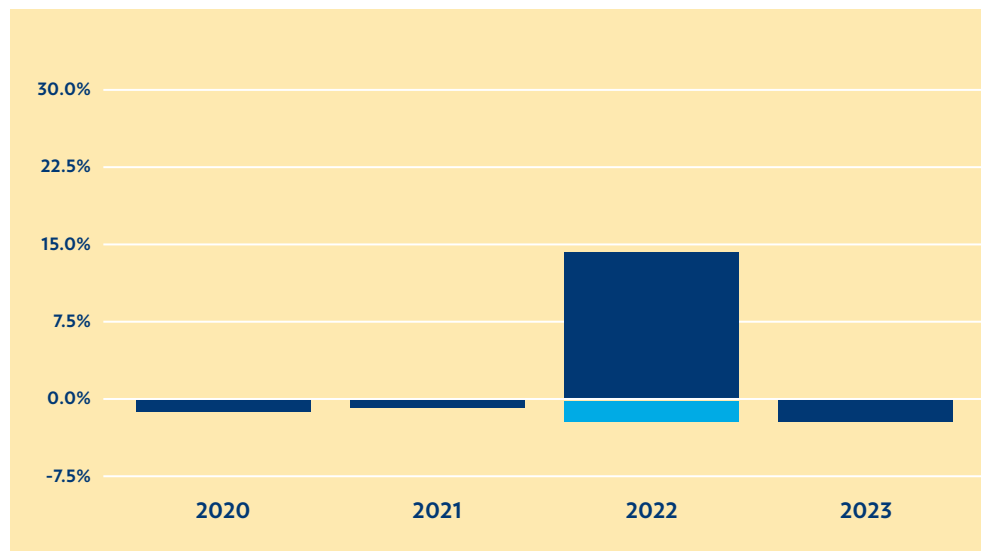
The gender pay gap is the difference in the average hourly earnings of our male and female employees. The closer our figures are to 0%, the smaller our Gender Pay Gap. A negative result would mean women have earned more than men per hour.

The mean figure is calculated by adding up all wages and dividing by the number of employees. The median figure is the result that falls in the middle of a range when everyone's pay or bonus is lined up. Both basic pay, and bonus pay gaps are calculated in mean and median values. Showing the difference in the average salary for women compared to men, and the difference in the mid-point salary for women compared to men.

Following the mandated method of calculation, the mean gender pay gap was -2.37% in 2023 and the median gender pay gap was 3.54%. Both figures show a significant reduction in the gender pay gap reported for 2022. The figures show that women's mean hourly rate is 2.37% more than male employees, with women earning on average £0.46p more per hour.

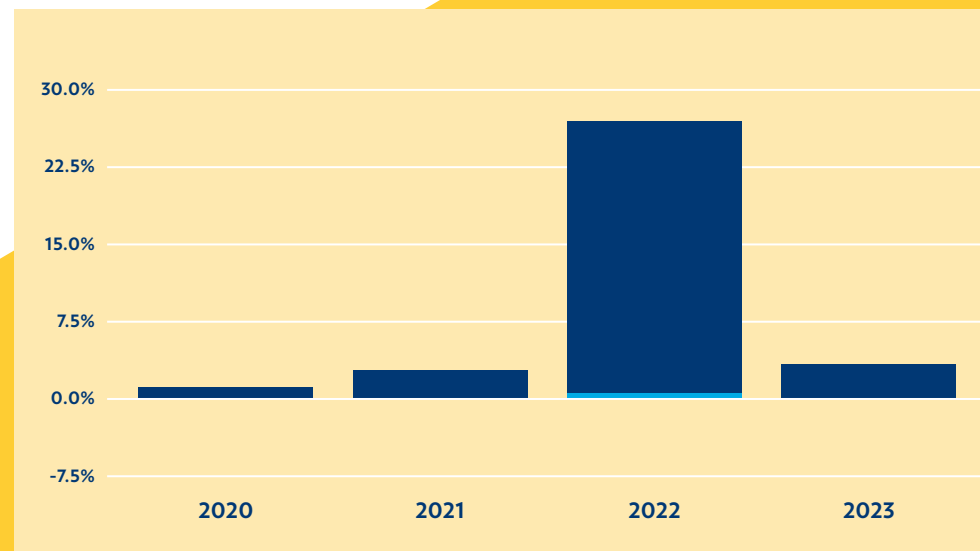
WITHOUT THE ONE-OFF PAYMENT IN 2022, WE WOULD HAVE REPORTED SOME OF OUR BEST GENDER PAY RESULTS TO DATE

MEAN GENDER PAY GAP



■ % without £500 one-off payment in 2022

MEDIAN GENDER PAY GAP



■ % without £500 one-off payment in 2022

GENDER BONUS GAP

Both the mean and median gender bonus gaps are calculated from data for the full 12 months to April 2023.

The mean bonus pay gap for 2023 was -30.17% and the median bonus pay gap was -165.34%. In both cases the gap is explained by the structural imbalances in the workforce.

Whilst the makeup of our workforce is 93% male, the remaining 7% that makes up our female workforce are predominantly in monthly paid roles which are eligible for an annual discretionary performance bonus.

Like the median gender pay, median bonus pay is calculated based on the difference between the bonus paid, in 12 months to April 2023, to the mid-point male employee and the mid-point female employee. As most female employees receive an annual discretionary bonus, but the majority of men do not, the median bonus pay gap is particularly pronounced.

BONUS PAY GAP

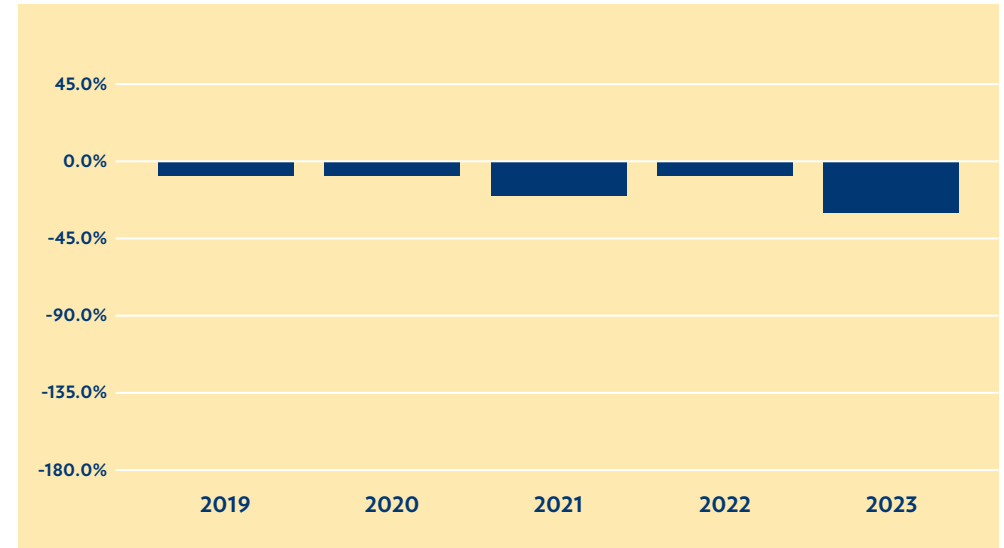


94.22%
WOMEN

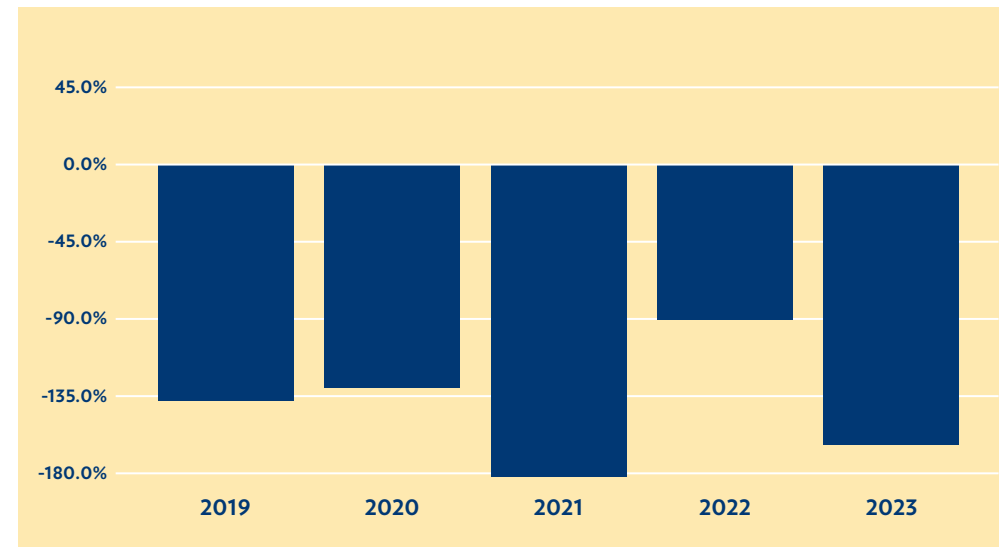


97.85%
MEN

MEAN BONUS PAY GAP



MEDIAN BONUS PAY GAP



PAY QUARTILES

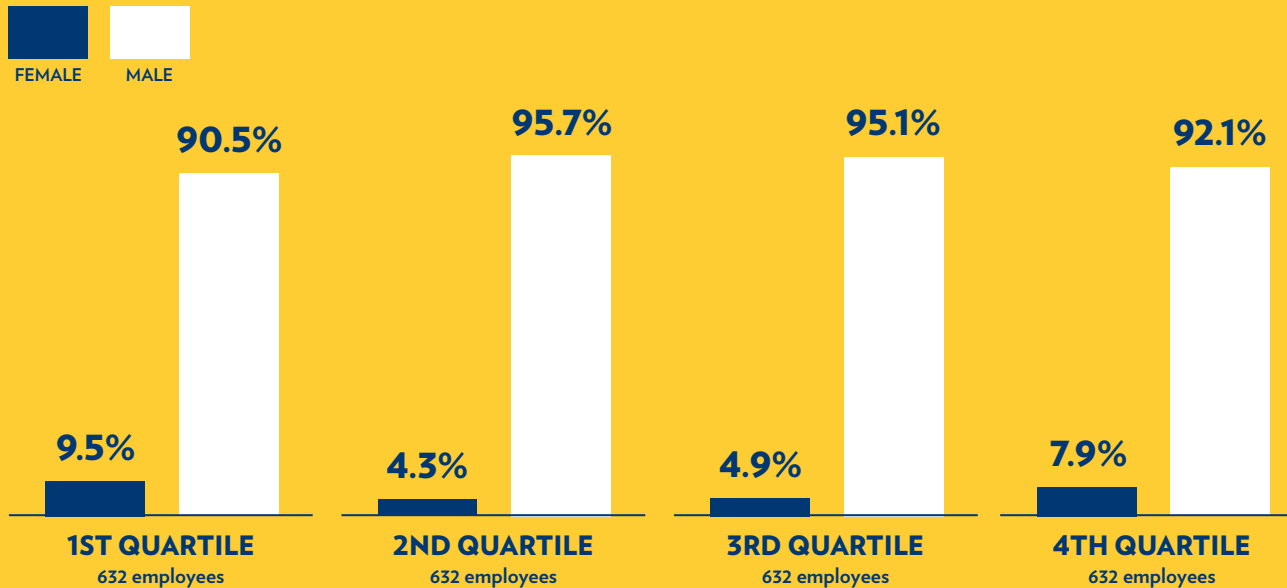
Pay quartiles show the distribution of male and female employees in the lower, lower middle, upper middle and upper pay bands.

The total employee population is divided into four sections, and the comparison shown between the percentage of men and women in each.

Within each pay quartile, we are looking to see a similar distribution of men and women to the overall percentages within the business, so we are looking for a 7% female to 93% male split.

The figures for each quartile are based on the same snapshot period. For this reporting period, we can show a more balanced distribution across the four quartiles, and closer proportionate distribution to our overall workforce.

The proportion of women in the lowest two quartiles were 9.5% and 4.3% respectively whilst the proportion in the upper two quartiles was 4.9% and 7.9%.



WHAT IS CONTRIBUTING TO OUR GENDER PAY GAP AND HOW ARE WE RESPONDING?

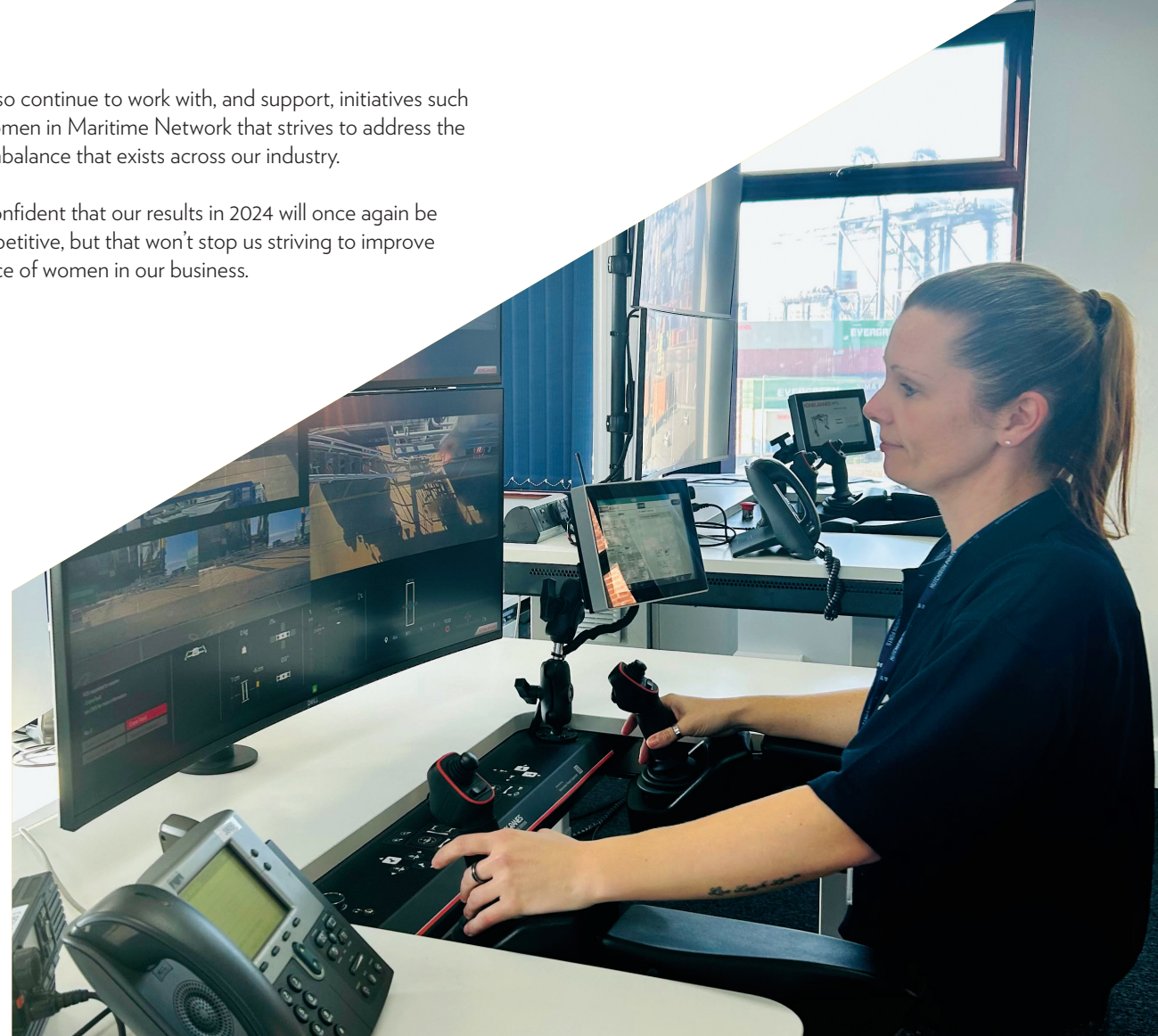
We know that the good representation of women in middle and senior management roles within our business is contributing to our overall gender and bonus pay gaps, there are other areas, particularly those traditionally viewed as male roles, where we still have a lot to do.

As a result, the overall makeup of our workforce is less balanced than we would like. We are encouraged that with the exception of the mean and median bonus pay gap that favours female employees by a significant margin, our results report a low pay gap for both pay and bonus pay, and that the balance of our workforce across the upper two and lower two pay quartiles is close to the representative workforce. However, we also know that to continue to report low pay gaps and to increase representation of women in all areas of our business, we need to commit to continually challenging our ways of thinking and working.

Our focus will continue to be on attracting, developing, and retaining women in more varied roles as part of our wider diversity and inclusion objectives. We will do this through enhanced apprenticeships, graduate, and direct entry programmes; developing our family friendly policies, identifying new ways of working that enable more people to join us and continuing to apply our stringent job evaluation process to ensure individuals are being paid for the role they do, not who they are.

We will also continue to work with, and support, initiatives such as the Women in Maritime Network that strives to address the gender imbalance that exists across our industry.

We are confident that our results in 2024 will once again be very competitive, but that won't stop us striving to improve the balance of women in our business.





Contact us on
enquiries@fdrc.co.uk
+44 (0)1394 604500

Port of Felixstowe
Tomline House
The Dock
Felixstowe
IP11 3SY
United Kingdom

www.portoffelixstowe.co.uk

