



# Gender Pay Reporting

Snapshot from 05/04/2024



# Introduction

P&O Ferris Ltd is committed to the following “Gender Equality Statement” as shared with DP World:

*“DP World will lead positive impact within the supply chain industry and across diverse communities towards gender equality by 2030. Aligned with the United Nations Sustainable Development Goal (SDG 5) commitment, we take accountability in driving progressive and sustainable actions in attracting, developing, retaining and supporting the women in our workforce as well as the societies in which we operate.”*

## Gender Pay Gap in the UK:

The UK gender pay gap signifies the variance in average earnings between male and female employees, typically expressed as a percentage of men’s earnings.

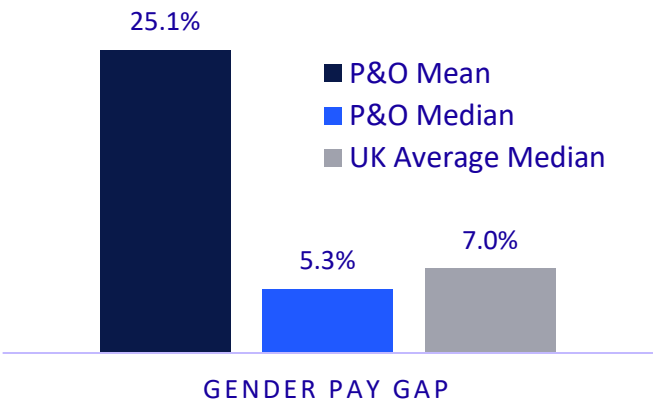
The UK government has implemented regulations mandating gender pay gap reporting for organisations with over 250 employees, aiming for transparency and accountability.

## Calculation Methods:

Utilising both mean and median calculations to capture different aspects of pay disparities within organisations.

Examining bonus pay differentials to identify potential discrepancies in reward structures.

# P&O Ferries Ltd – Gender Pay Gap 2024

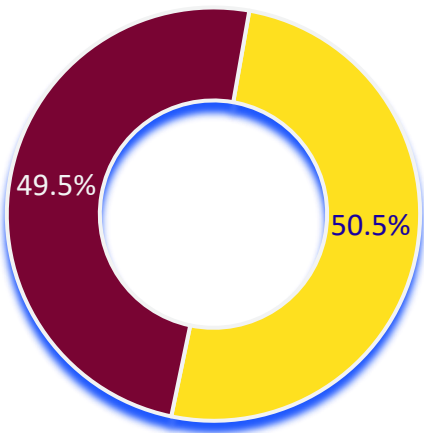


For P&O Ferries Ltd, the **mean** gender pay gap, showing the difference in the average hourly rates of pay between men and women is 25.1%. This is skewed by the fact there are more male senior executives, and the disparity is far less as you move further down the organisation.

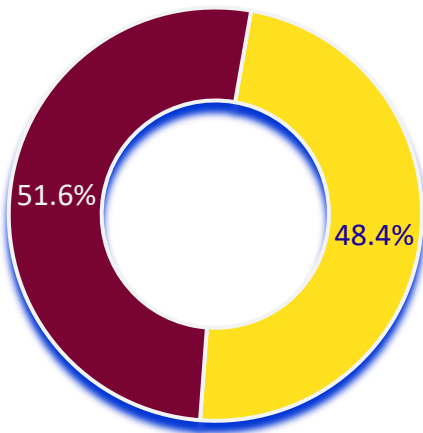
For 2024, please note that no bonuses were paid to any employees and therefore the % for male and female bonuses is 0%.

The below data shows the proportion of male and female full-pay relevant employees in each of the four pay quartiles. The four quartile pay bands are created by dividing the total number of full-pay relevant employees into four equal parts from highest paid (upper hourly pay quarter) to lowest paid (lower hourly pay quarter).

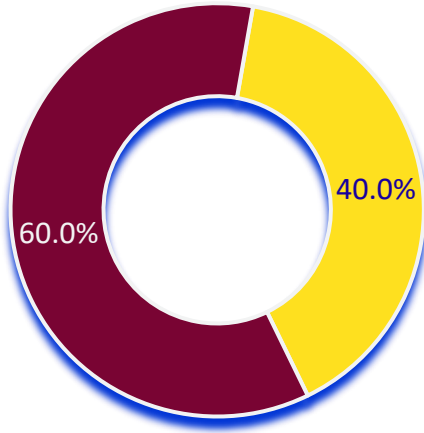
Lower Quartile



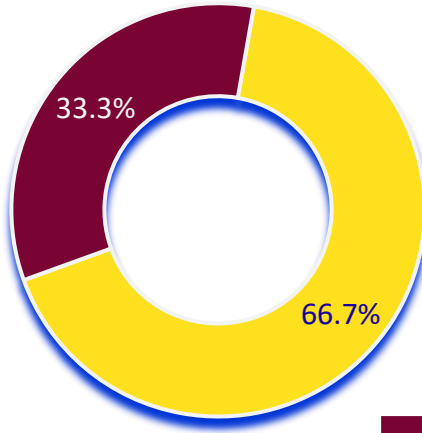
Lower Middle



Upper Middle



Upper Quartile





# P&O Ferries Ltd – Gender Pay Gap 2024

P&O are pleased that our median gender pay gap is lower than the UK national average however the Company is aware there is still work to be done to improve our mean gap.

Since last year there has been a significant improvement in the quartile splits, and this demonstrates the commitment to reducing the gender pay gap:

- In the lower two quartiles there is almost a 50/50 male/female split.
- There has been an increase in the percentage of women within the Upper Middle Quartile by 15%.
- Whilst the percentage of women in the Upper Quartile decreased slightly, P&O remained above the industry standard in this area, with a third of this quartile being represented by women.
- It is also important to note that the Upper Quartile data is skewed by including the Executive Directors' pay.

P&O will continue to work alongside DP World on the benefits and initiatives to build on the improvements already made and to ensure we are embedding a culture of opportunity.

# Key Actions Enabling Gender Parity

With the support of DP World, the MentorHer programme has launched its 7<sup>th</sup> cohort, providing the opportunity for the next generation of female leaders to be supported in developing their skills and capabilities.

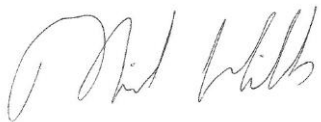
With the launch of the 'Women Business Network', female professionals can connect and create increased opportunities for networking, mentoring and collaboration.

Embedding a culture of equality, opportunity, and aspiration that supports the empowerment of women in the workplace will close the gap in gender pay.

Since 2023 P&O have introduced standard benchmarking data via Willis Tower Watson which allows us to ensure internal equity and that there is no gender discrepancy amongst our colleagues. In the Lower and Lower Middle quartiles many of our roles are "rate for role" and for our Upper Middle and Upper quartiles we utilise the benchmarked data to ensure that individuals are within the salary banding for that role.

I, Phil Hills, People Director of P&O Ferries Ltd, confirm that the information in this statement is accurate.

Signed:



Date: 27 March 2025

