



PETERSON (UNITED KINGDOM) LTD

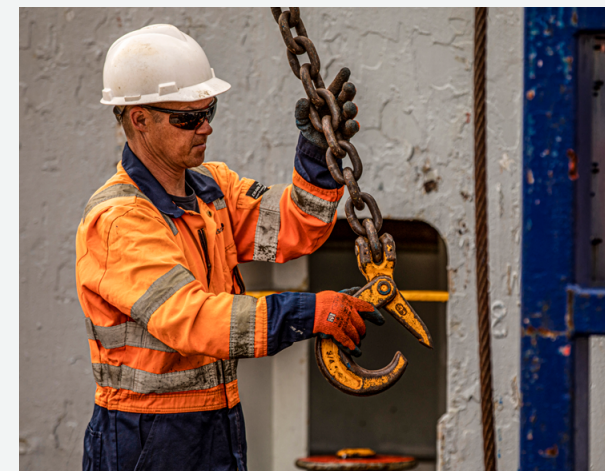
GENDER PAY GAP REPORT 2023

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Introduction

Peterson is a world-leading energy logistics and supply chain solutions company, driven by a passion to lead the way in transforming how the industry plans, manages, and executes the movement of critical resources globally.

This gender pay gap report is based on data from the snapshot date of 5th April 2023.



Gender balance

As at the snapshot date, Peterson (United Kingdom) Ltd employed a total of 290 people, which comprised of 61 women (21.03%) and 229 men (78.97%).

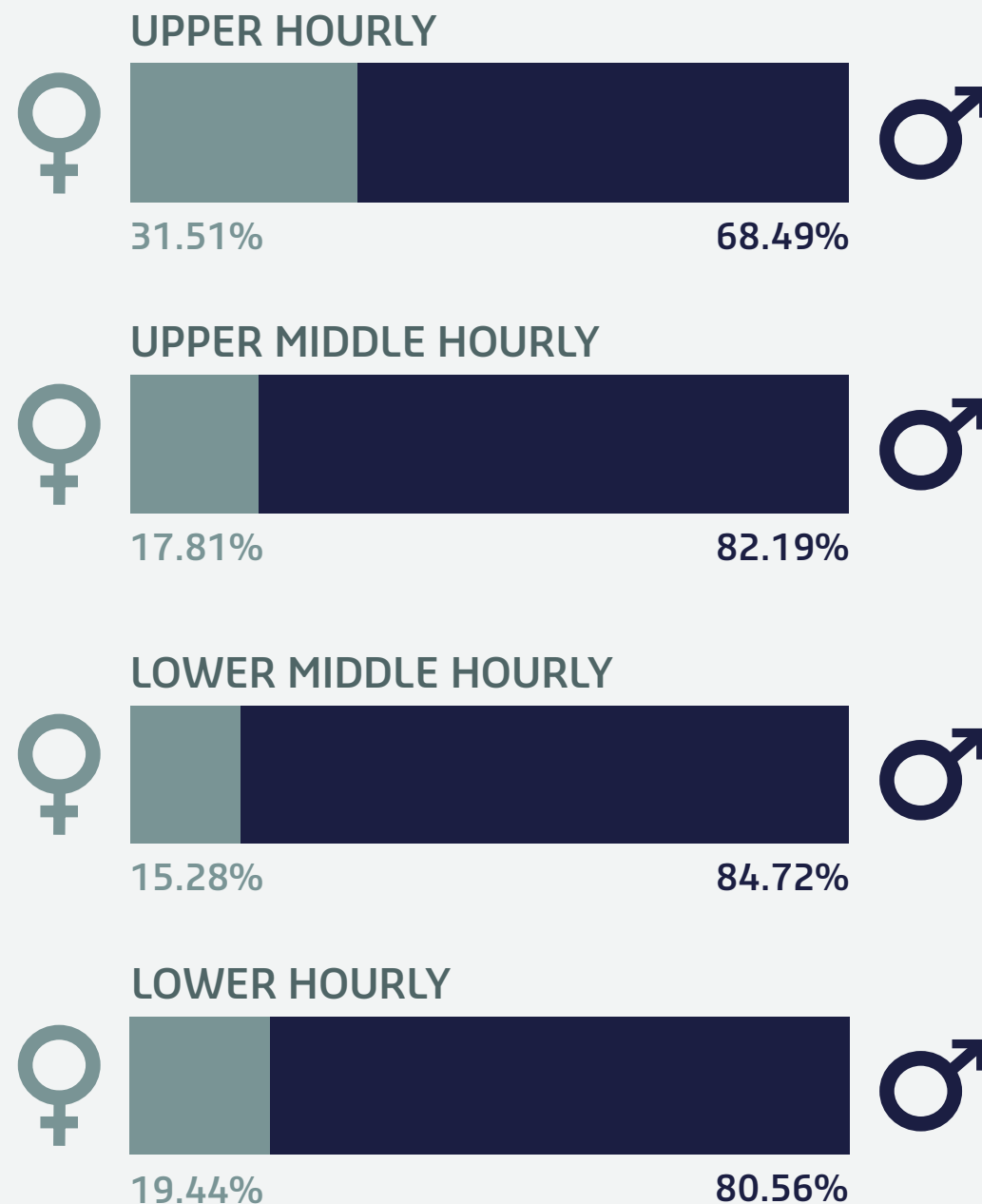
We continue to look at the steps we can take towards improving our own gender balance, but also what part we can play in encouraging more women and girls into the energy, logistics and technology sectors.



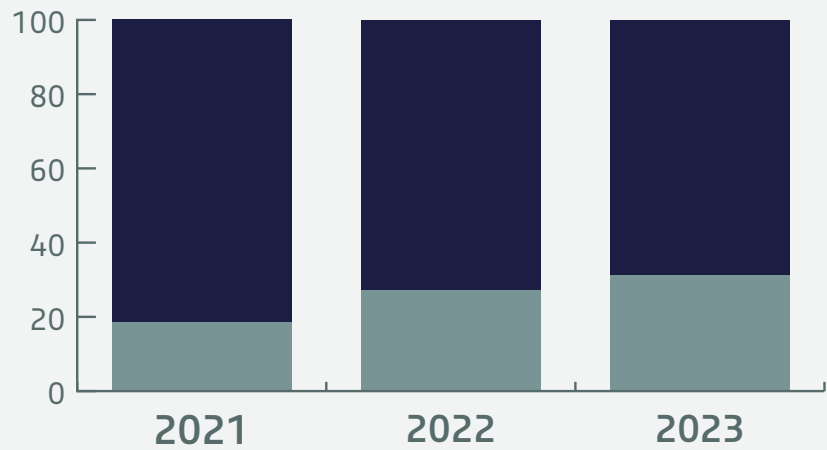
Pay quartiles

Proportion of females and males in each quartile band

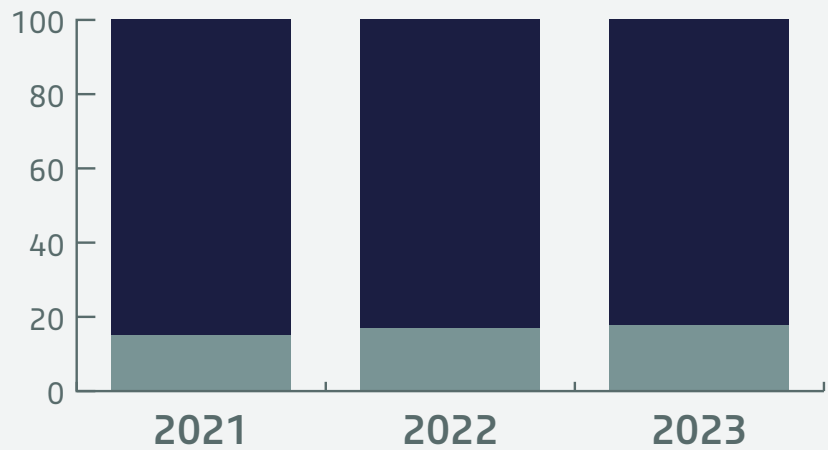
The graph shows the gender distribution in four equal quartiles. We can see that the proportion of women in the upper hourly quartile has grown marginally with a rise of over 4.15% from the previous year. This is associated with more women in senior roles compared to previous data. The proportion of women in the lower quartile has also increased, with a rise of 10.95%. This means the proportion of men has also decreased in the lower quartile. The reason for this is recruitment of early careers employees into entry level administrative roles, of which females represented the majority.



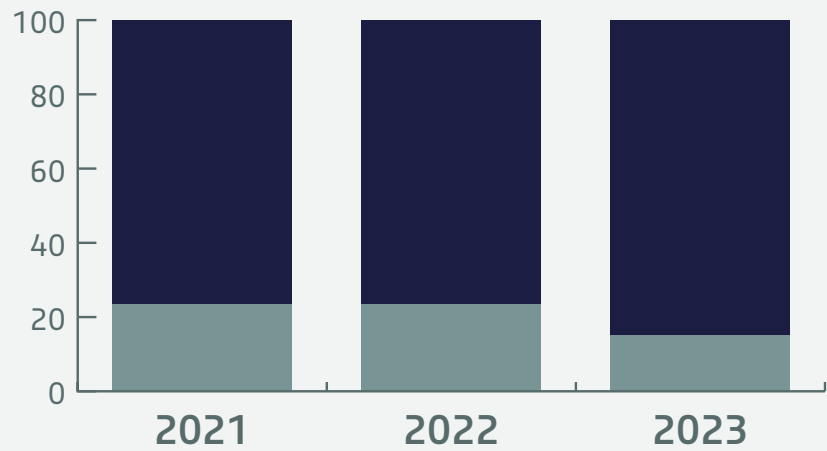
UPPER HOURLY ♂ ♀



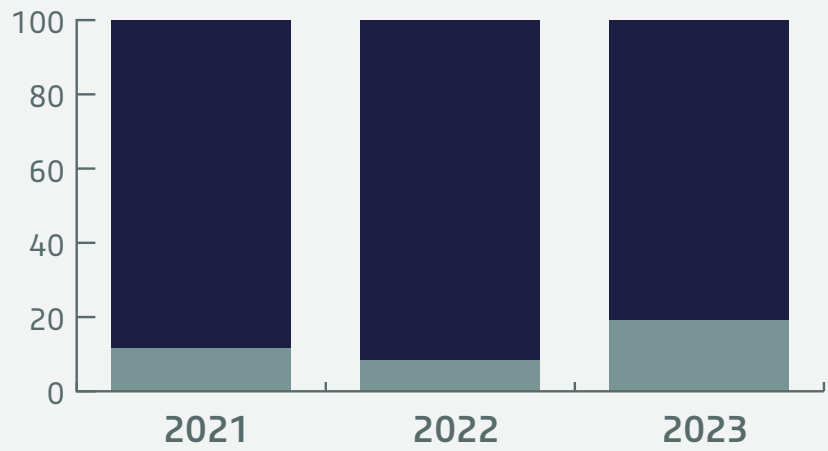
UPPER MIDDLE HOURLY ♂ ♀



LOWER MIDDLE HOURLY ♂ ♀



LOWER HOURLY ♂ ♀



Gender pay gap

The gender pay gap measures the gap between average pay for men and women across the company, expressed as a percentage of men's earnings. This is different to equal pay which focuses on whether men and women receive the same pay for work of equal value.

Our mean pay gap is 8% meaning that for every £1 men earn women earn more at £1.08. Our median pay gap is 8.25% meaning that for every £1 men earn women earn £1.08. These figures, rounded, are identical to the previous years data from 2022.

Whilst we recognise that certain factors may cause the gap to fluctuate each year, and that this year our data demonstrates consistency with the previous year, we remain committed in supporting all our employees on their career journey, for instance by providing routes for progression including entry level.

MEAN PAY GAP 8%



£1



£1.08

MEDIAN PAY GAP +8.25%



£1



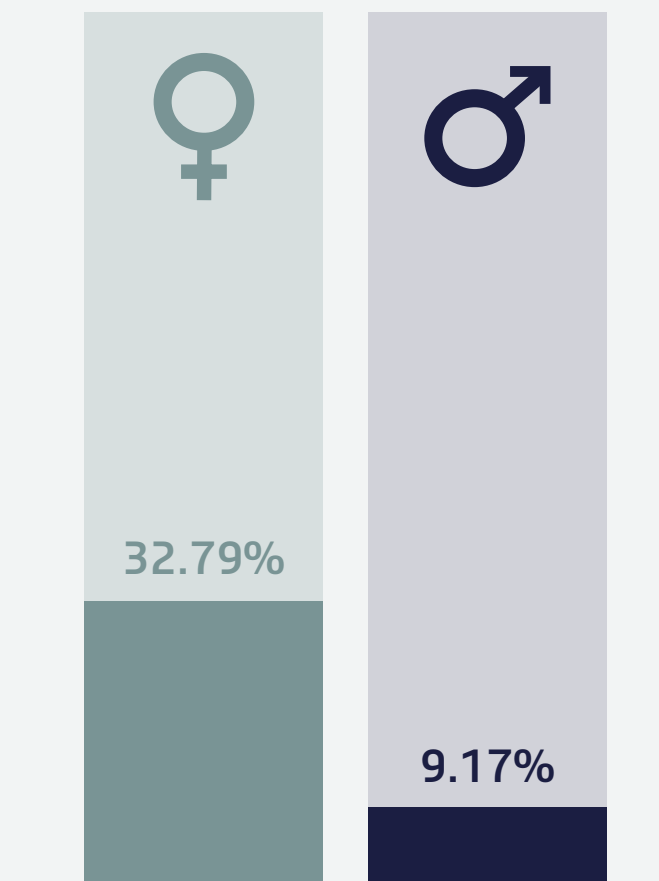
£1.07

Bonus pay gap

The bonus pay data includes all bonuses paid to women and men in the 12-month period leading up to the snapshot date.

The percentage of our workforce receiving a bonus over this period has increased for women but decreased for men. The main factor is the increase of women in senior roles and examples of women who were rewarded for significant project delivery.

The previous year's data included a lot of operational roles dominated by men of which a retention bonus was paid. The retention scheme was abandoned, hence the proportion of men receiving a bonus decreased.



Bonus pay gap: mean and median

Our mean and median bonus pay results for 2023 tell us that men receive higher bonus payments overall than women; £0.63 for every £1 as our median gap, and £0.83 for every £1 as our mean gap.

Overall, the average bonus given to women compared with men is lower, because there are more men in senior leadership and management roles than women. We see progression of women into such roles, which is reflected in the proportionate number of women, receiving a bonus overall. As we see more women progressing into senior roles, we expect the values to increase in parallel.

MEAN BONUS % GAP -16.83%



£1



£0.83

MEDIAN BONUS % GAP -37.50%



£1



£0.63

Summary



Our pay gap performance compares well with the national average however we recognise that we still have areas of imbalance, most notable being the overall gender composition of our workforce. We remain committed to improving the gender balance and overall diversity within our organisation.

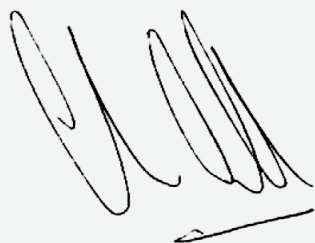
Since the relevant snapshot date of April 2023, we have delivered diversity & inclusion awareness training across our business including leadership, management, and our HR teams. This furthers our commitment to ensure balance in our workforce and processes, including pay, reward, and opportunity.

As we look ahead, our areas of focus include:

- Continue our work partnering with schools and third parties, supporting the development key employment skills to grow our talent pipeline, with a focus on under-represented and socially disadvantaged groups.
- Broadening our recruitment and onboarding processes, workplace policies and wider communications, so we can broaden our talent search, and enhance the employee experience.
- Continue to evaluate our reward strategies to ensure fair representation.
- Continue to review our business intelligence data, analysing responses from all our people, particularly those from under-represented groups, so to guide our actions.
- Charitable activities and customer engagement, so to learn and grow alongside our stakeholders and support the communities in which we operate.

Accuracy statement

We confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the regulations.



Name: Chris Coull

Title: Managing Director (Scotland)

Date: 04/04/2024



Name: Neve McPherson

Title: HR Advisor

Date: 04/04/2024



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