



PETERSON (UNITED KINGDOM) LTD

# GENDER PAY GAP REPORT 2024

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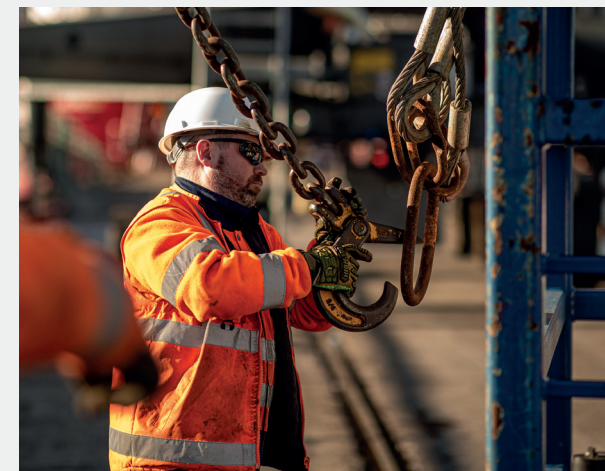


# Introduction

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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 2024.





# Gender balance

As at the snapshot date, Peterson (United Kingdom) Ltd employed a total of 335 people, which comprised of 78 women (23%) and 257 men (77%).

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.

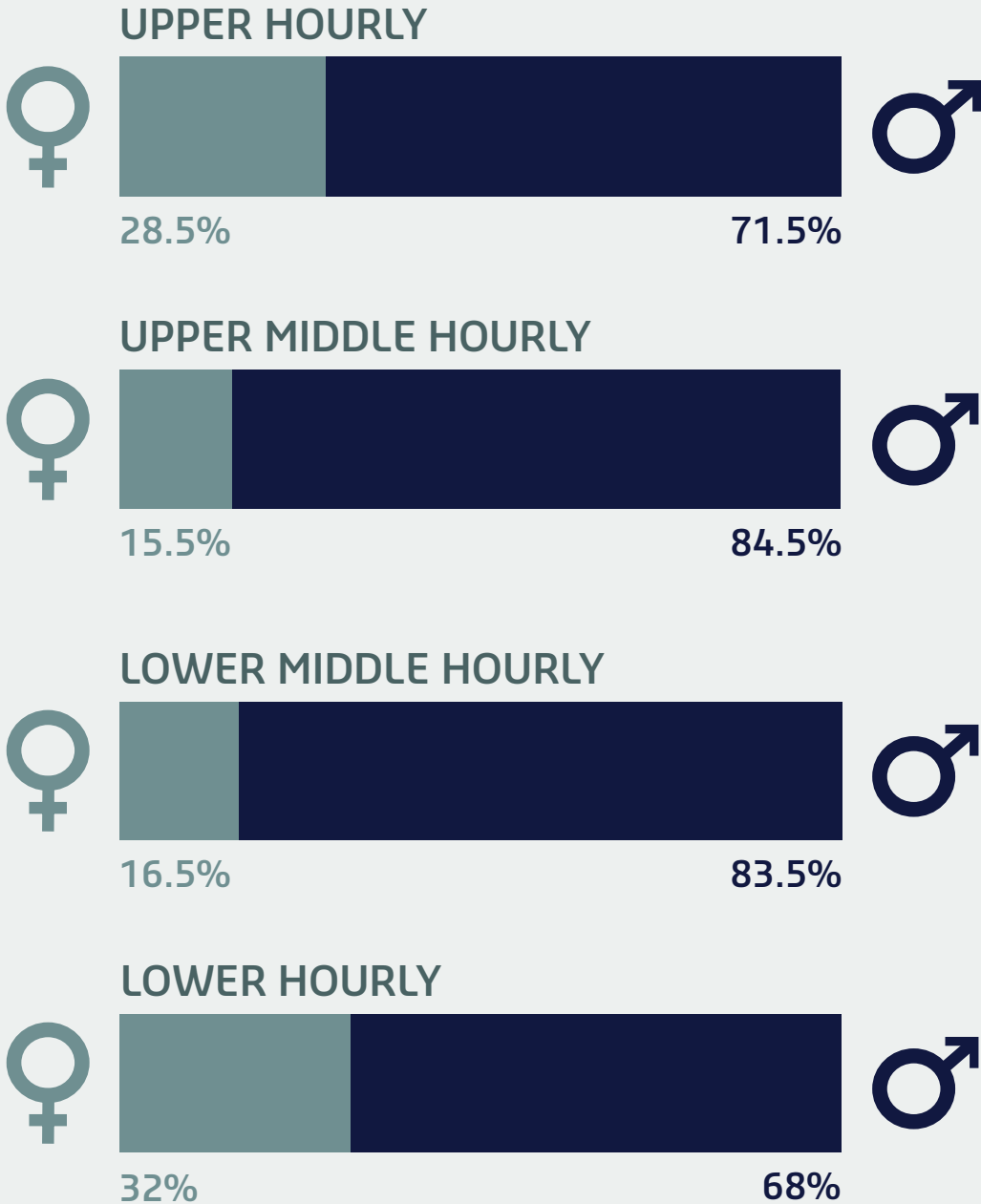




# Pay quartiles

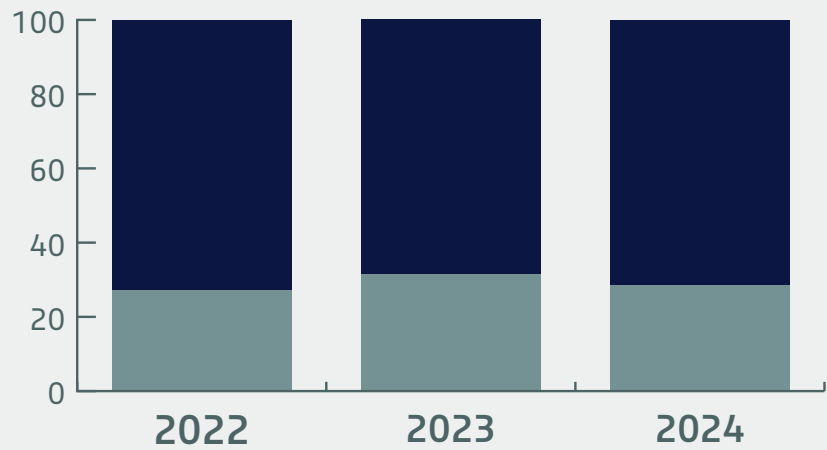
## Proportion of females and males in each quartile band

The graph shows the gender distribution in four equal quartiles. We can see that the portion of women in the lower hourly quartile has increased by 12.56% since last year. This is associated with our apprentice and trainee intake. Additionally the number of women in the upper hourly quartile has taken a slight decrease on last year, however remains significantly higher than most previous years.

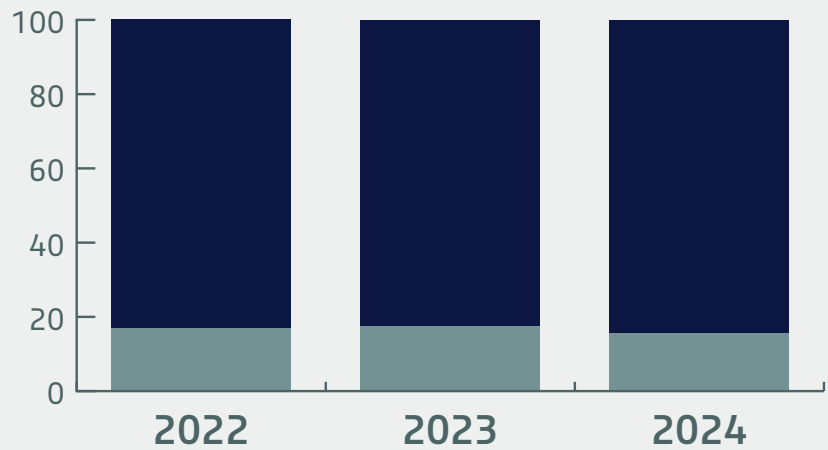




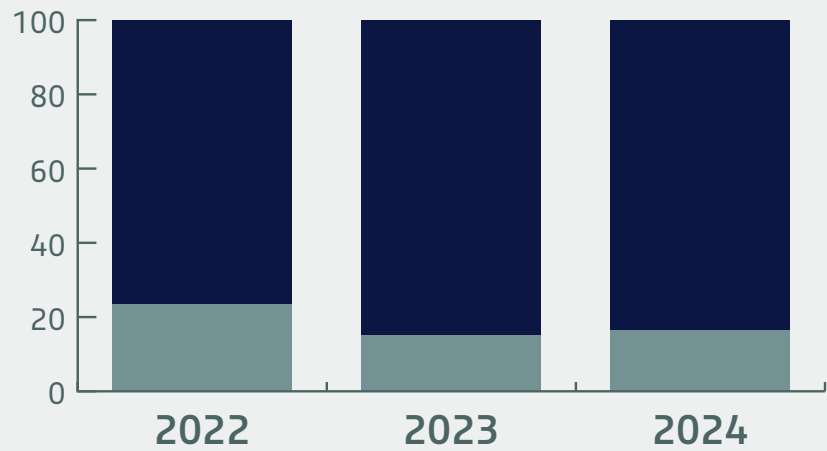
UPPER HOURLY ♂ ♀



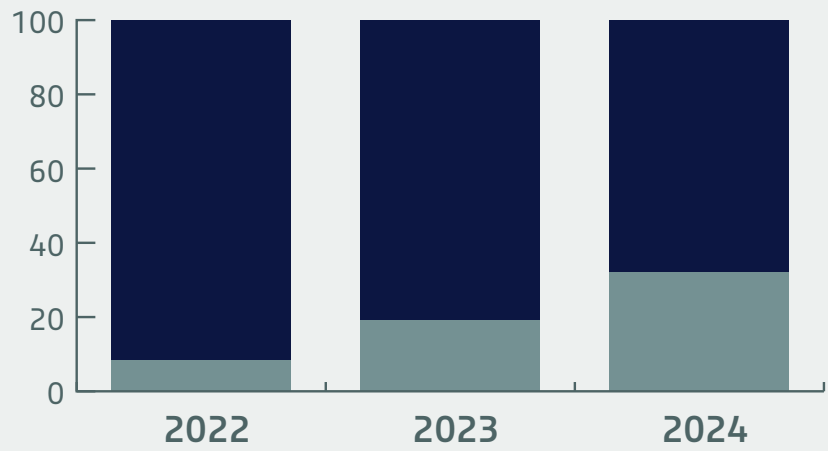
UPPER MIDDLE HOURLY ♂ ♀



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 14.20% meaning that for every £1 men earn, women earn £1.14. Median pay gap is 0.71% meaning that for every £1 men earn, women earn £0.99.

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 14.2%



£1



£1.14

## MEDIAN PAY GAP 0.71%



£1



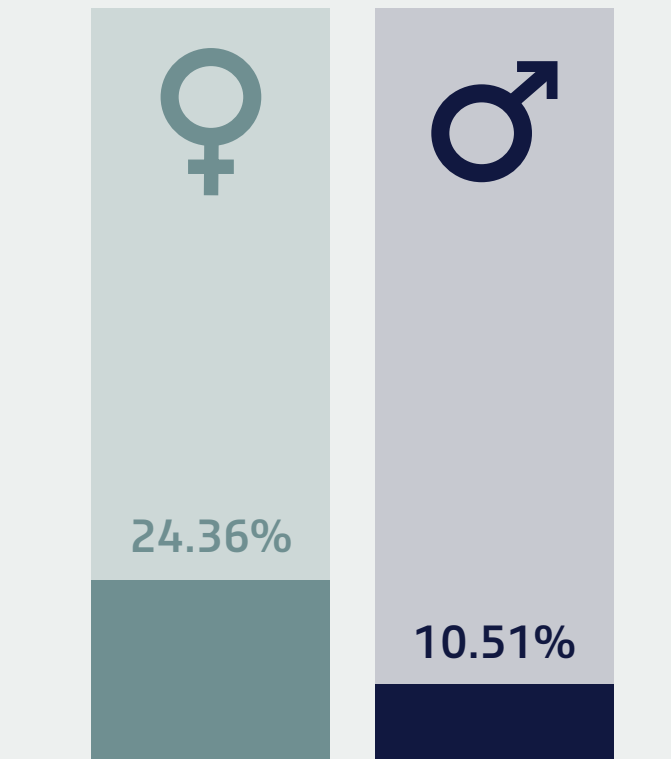
£0.99



# 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 women in our workforce receiving a bonus over this period has decreased for women but slightly increased for men. The main factor in the decrease for women is the influx in women in entry level roles.





# Bonus pay gap: mean and median

Our mean and median bonus pay results for 2024 tell us that men receive higher bonus payments overall than women; £0.92 for every £1 as our median gap, and £0.89 for every £1 as our mean gap.

Overall, the average bonus given to women compared with men is lower, however this has improved since last year 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 11.28%



£1



£0.89

## MEDIAN BONUS % GAP 7.5%



£1



£0.92



# 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 2024, we continue to deliver 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 of 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

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



Name: Christine Dodds  
Title: Finance Director  
Date: 04/04/2025



Name: Neve McPherson  
Title: HR Advisor  
Date: 04/04/2025





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