

PETERSON (UNITED KINGDOM) LTD

GENDER PAY GAP REPORT 2025

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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.

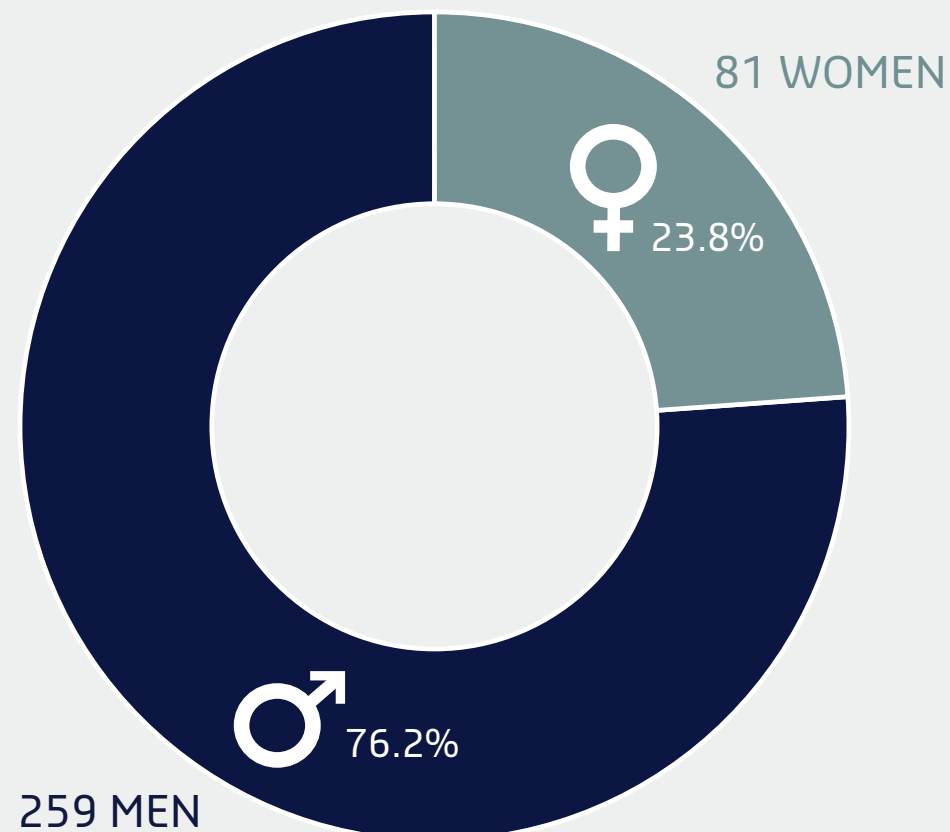
This gender pay gap report is based on data from the snapshot date of 5th April 2025.



Gender balance

As at the snapshot date, Peterson (United Kingdom) Ltd employed a total of 340 people, which comprised of 81 women (23.8%) and 259 men (76.2%).

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.

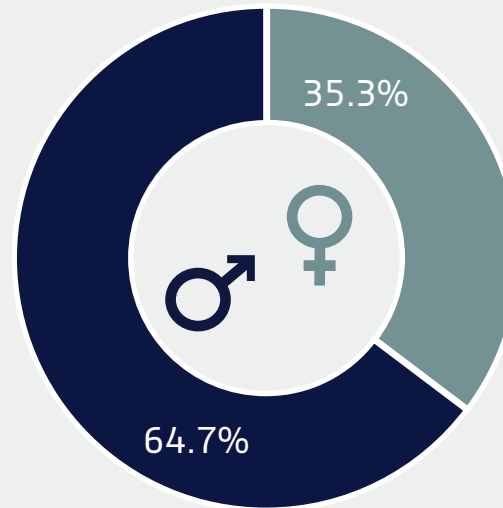


Pay quartiles

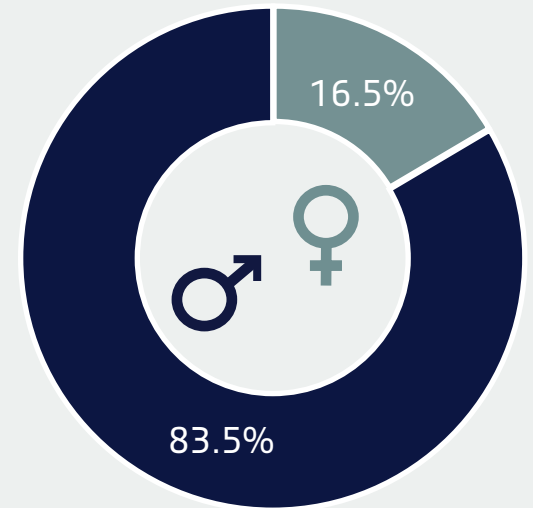
Proportion of females and males in each quartile band.

The graph shows the gender distribution across four equal quartiles. The proportion of women in the upper hourly, upper middle, and lower middle quartiles has increased slightly since 2024, while the proportion in the lower hourly quartile has decreased.

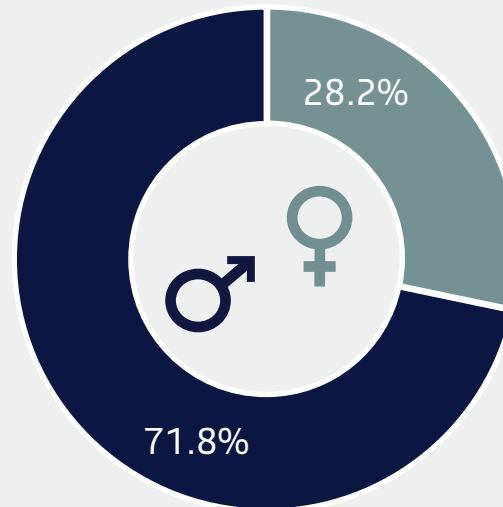
Additionally, there has been an increase in the number of women occupying back-office support, managerial, and leadership roles compared to 2024. In contrast, the number of women in operational, front-facing roles has declined over the same period.



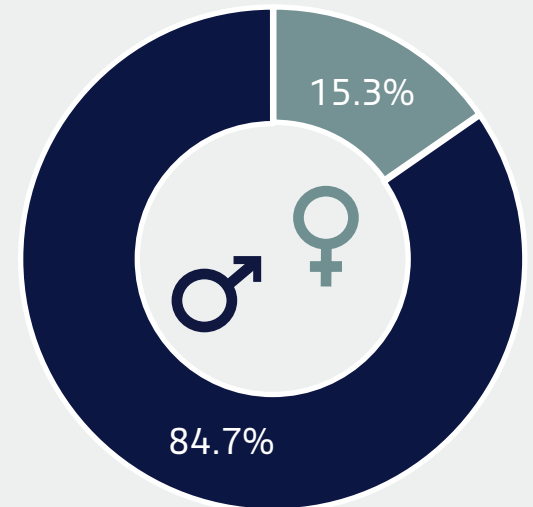
UPPER HOURLY



UPPER MIDDLE HOURLY

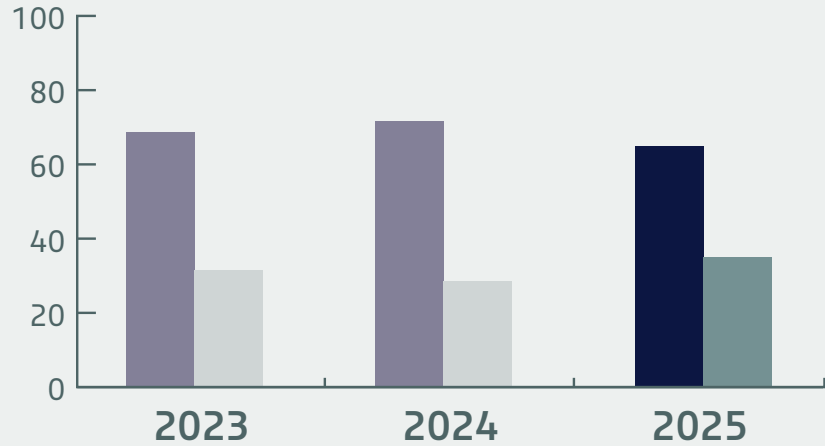


LOWER MIDDLE HOURLY

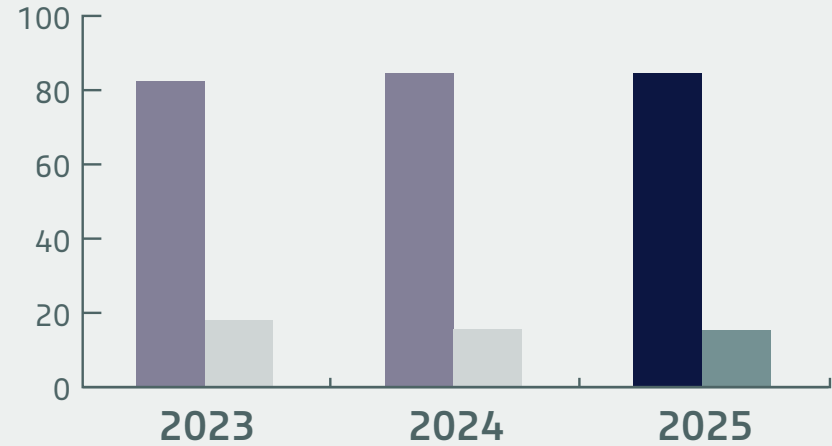


LOWER HOURLY

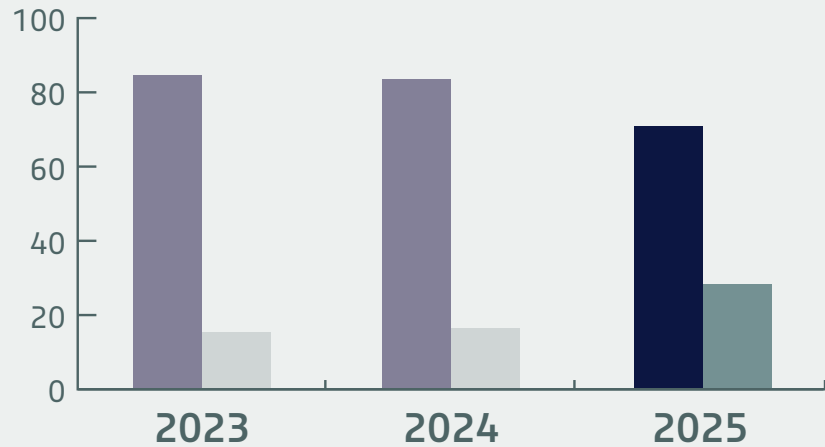
UPPER HOURLY



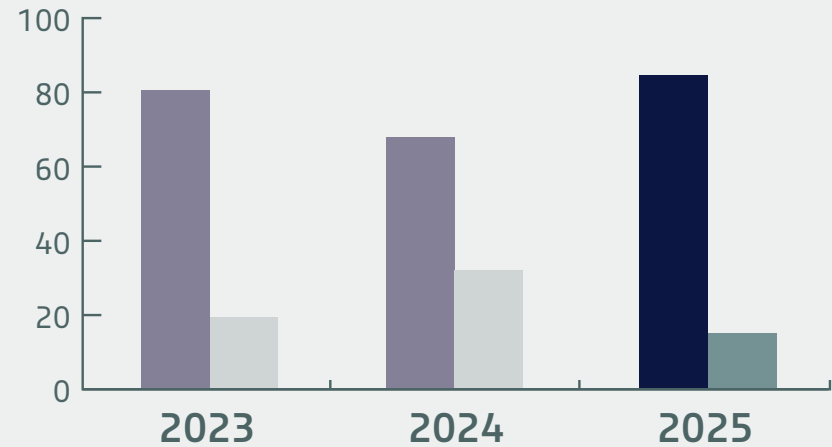
UPPER MIDDLE HOURLY



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 12.94% meaning that for every £1 men earn, women earn £1.13. Median pay gap is 11.16% meaning that for every £1 men earn, women earn £1.11 - a small increase in the number of women receiving bonuses compared to 2024, due to the aforementioned increase in women in managerial and leadership roles within the business.

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 12.94%



£1



£1.13

MEDIAN PAY GAP 11.16%



£1

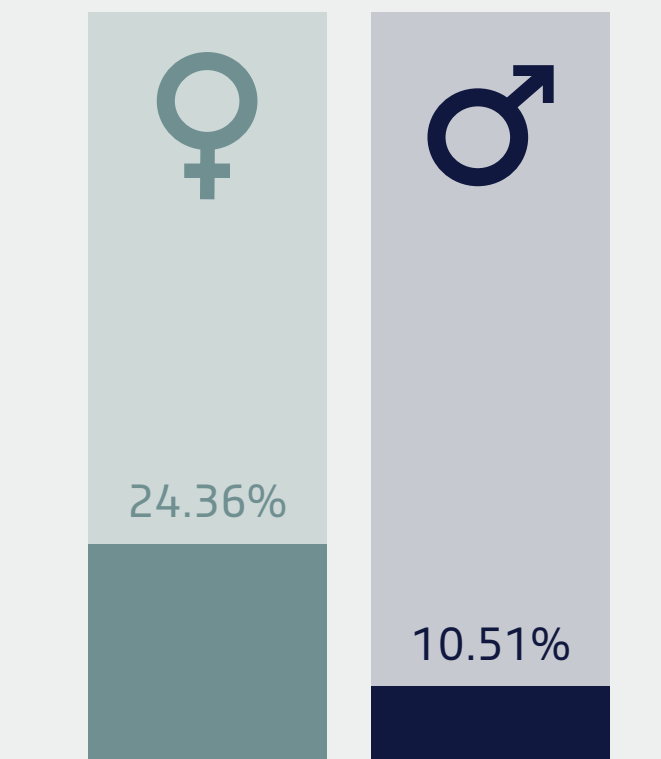


£1.11

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 increased, but only slightly increased for men. The main factor in the increase of bonuses for women is linked to the rise in the number of women in support/managerial and leadership roles.



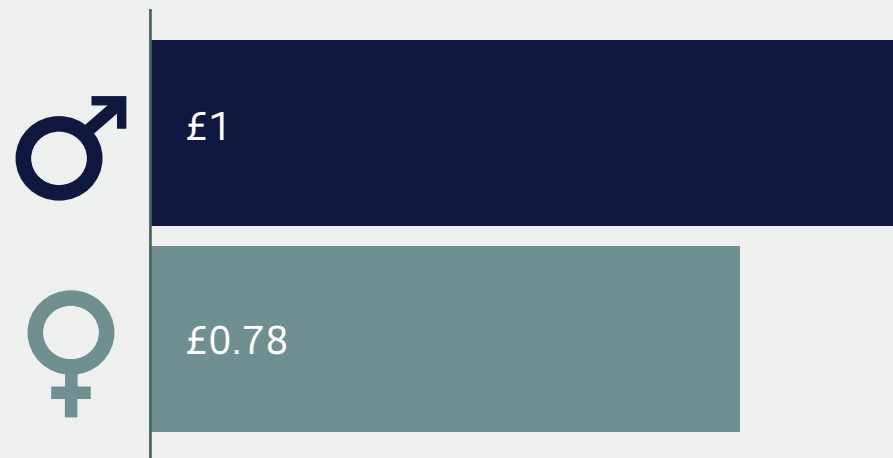
Bonus pay gap: mean and median

Our mean and median bonus pay results for 2025 tell us that men receive higher bonus payments overall than women; £0.64 for every £1 as our median gap, and £0.78 for every £1 as our mean gap.

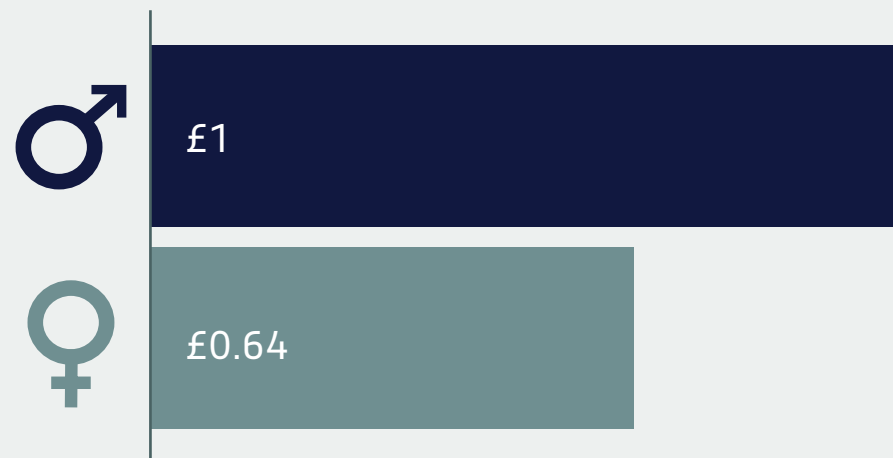
Overall, the average bonus given to women compared with men is lower - however this has improved since last year, because there are more men in senior leadership and management roles than women.

Women’s progression into these roles is reflected in the proportion of women receiving bonuses overall. As more women advance into senior positions, we expect these figures to continue rising in parallel. The predictions made for 2025 have materialised, with an increase in women in support, managerial, and leadership roles correlating with a corresponding rise in bonus distribution.

MEAN BONUS % GAP
21.67%



MEDIAN BONUS % GAP
36%



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 2025, we continue to deliver diversity and 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 underrepresented 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: Christine Dodds
Title: Finance Director
Date: 04/04/2026



Name: Gillian Gray
Title: HR Team Lead
Date: 04/04/2026



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