

London Gateway - Gender Pay Gap Report: 2023

Each year, we publish figures showing our gender pay gap and gender bonus gap; the proportion of male and female employees who received bonus pay; and the proportion of male and female employees in each quartile of their pay distribution. We fully support the UK government's initiative to increase the transparency of pay and recognise that we have a responsibility to enable gender equality and help all our employees reach their full potential, regardless of gender.

Today we report that for London Gateway, the **mean** gender pay gap, showing the difference in the average hourly rate of pay between men and women is 21% – a 16% increase on 2022 and 15% increase on 2021. The **mean** gender bonus gap is 40%, a 3% reduction on 2022. The proportion of male and female employees receiving a bonus is almost at par – with 92% males and 91% females. The data also analyses the proportion of employees in each quartile - proportion of male and female full-pay relevant employees in each of four quartile pay bands – lower, lower middle, upper middle, upper. Proportion of female employees in the upper middle quartile is 14% - an 8% increase on 2022.

A deep dive into our data

We have noticed various factors influencing our data – considerations such as shift pay and part-time versus full-time work were not reflected in the overall numbers. To ensure we report an accurate picture, since last year we have taken an in-depth approach to our analysis, removing shift-based allowances and calculating those on part-time hours – as a full-time equivalent.

Currently, we have a low percentage of women working in shift-based roles in comparison to male counterparts. This, combined with the fact our only part-time colleagues are female, has contributed to skewing past data. However, we are committed to diversifying our talent and have measures in place to attract, retain and mentor female employees within the organisation.

A fair and equitable workplace for all

Diversity, Equity and Inclusion is a business priority – key to our strategy and high on the agenda to ensure a fair and equitable workplace. At the Group level, our target is 18% female representation by 2025. We take this commitment seriously and have seen increased participation from women for various initiatives and programmes we offer. These programmes offer women within the business an opportunity to build their network, seek mentors and grow within the organisation. At a regional level, our [GROW Programme](#) for 2023 included 41% female representation with strong talent in engineering and commercial capabilities. Our aim is to increase this to 50% in 2024. Similarly, our endeavour is for more than 50% women to attend all group and regional learning programmes, and 15% more women to participate as mentees for the MentorHer programme – a professional development program that helps women learn more about themselves, their strengths and areas for development to help them advance in their careers.

We are proud to employ brilliant people across various departments and specialities including women, who are fundamental to our success. As an organisation who takes flexible working seriously, while we continue to accommodate requests where possible – we are dedicated to expanding our talent pool to attract and retain the best women in the industry, sitting in roles across the entirety of our business.

We can confirm the gender pay gap data contained in this report for DP World London Gateway is accurate and has been produced in accordance with the Equality act 2010 (Gender Pay Gap information regulations 2017).

Sincerely,



Ernst Schulze
UK Chief Executive Officer

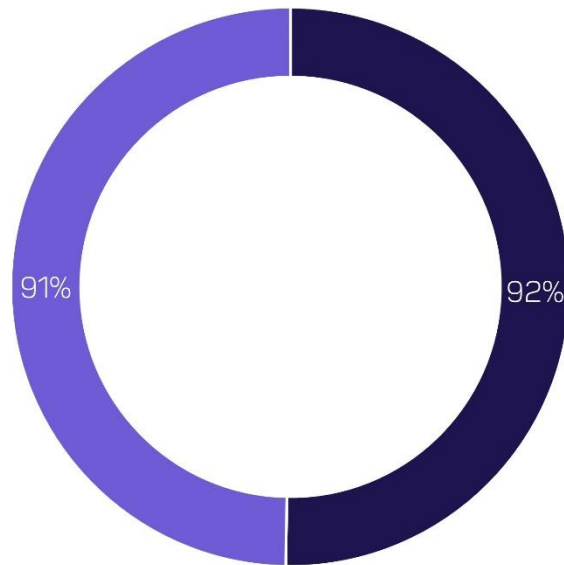


Charmain Browning
UK Head of People

Graph 1: DP World London Gateway gender pay gap at a glance

Mean	Median
Gender pay gap	
21%	34%
Gender bonus gap	
40%	28%

Percentage of employees receiving a bonus



■ Males receiving a bonus ■ Females receiving a bonus

Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Lower	77%	23%

Lower Middle	88%	13%
Upper Middle	86%	14%
Upper	86%	14%