



Gender Pay Gap Report: 2021

Each year, we are legally required to 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.

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 32%. The mean gender bonus gap is 55%. We are proud to be a business that champions our women through various initiatives that empower, mentor, and open doors of opportunity. To ensure that we continue to recruit and retain great talent, we are committed to a strategy that looks at how we can increase a more diverse workforce, including bringing females into the industry.

We fully support the UK government's initiative to increase the transparency of pay and recognise that we have a responsibility to enable all our employees to reach their full potential, regardless of gender. Charmain Browning, UK Head of People is dedicated to building momentum in this area, focusing on fostering a culture which recognises and values diversity.

I 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

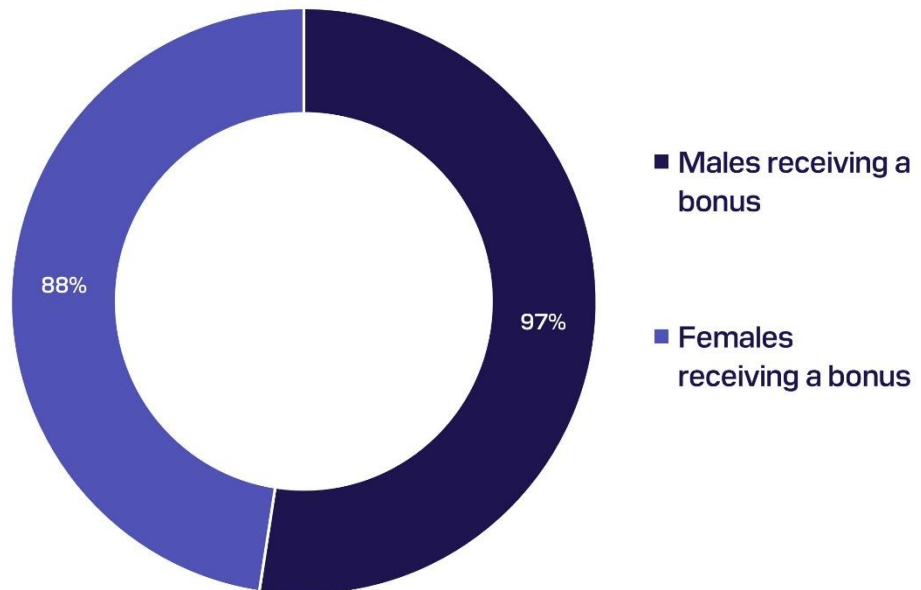


Charmain Browning
UK Head of People

DP World Southampton gender pay gap at a glance

Mean	Median
Gender pay gap	
32%	31%
Gender bonus gap	
55%	61%

Percentage of employees receiving a bonus



Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Lower	69%	31%
Lower Middle	91%	9%
Upper Middle	99%	1%
Upper	97%	3%