

# GENDER PAY GAP REPORT: 2017



**Chris Lewis**  
UK Chief Executive Officer

At DP World Southampton we fully support the UK government's initiative to increase the transparency of pay by having companies publish their gender pay gap.

We pay equal pay for equal work. We acknowledge the size of our current gender pay and bonus gap. Our analysis informs us that the gender pay gap is impacted by historical issues. In addition it is largely a reflection of gender differences in some roles within the organisation; importantly certain roles attract shift premium in a 24/7 operation, some areas of which are currently unrepresented by women. We recognise the continuing imperative to review sourcing channels and retention strategies with the objective of attracting, recruiting and retaining women into our traditionally male dominated industry.

We pay bonuses to all men and women subject to achievement of performance criteria. The gender bonus pay gap is impacted by salary sacrifice of bonuses and pension sacrifices.

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

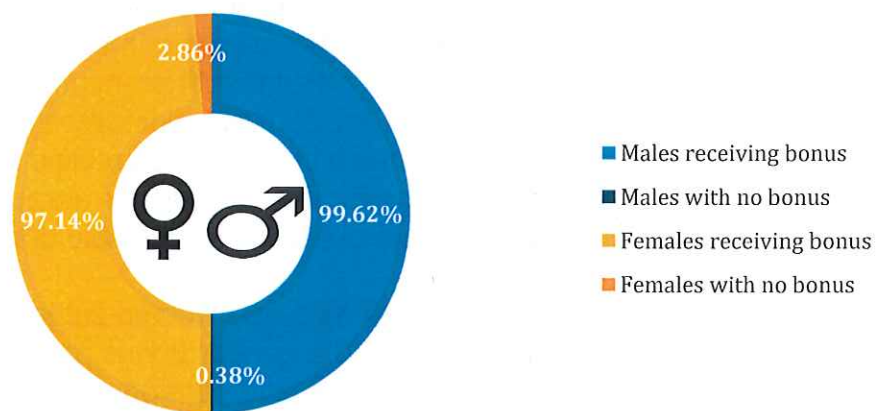


Chris Lewis  
UK CEO

## DP World Southampton gender pay gap at a glance

| Mean             | Median |
|------------------|--------|
| Gender pay gap   |        |
| 19.96%           | 22.91% |
| Gender bonus gap |        |
| 34.85%           | 47.71% |

### PROPORTION OF EMPLOYEES RECEIVING A BONUS



### Proportion of employees in each pay quartile

| Pay Quartile | Male | Female |
|--------------|------|--------|
| Upper        | 98%  | 2%     |
| Upper Middle | 99%  | 1%     |
| Lower Middle | 98%  | 2%     |
| Lower        | 81%  | 19%    |