

# Technology - 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 DP World Contract Logistics (Technology), the **mean** gender pay gap, showing the difference in the average hourly rate of pay between men and women – is 31% – compared to 33% in 2022, and 31% in 2021. The **mean** gender bonus gap is 41%. 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 quartile is 24% - up from 23% in 2022 and 2021.

## 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 Logistics (Technology) is accurate and has been produced in accordance with the Equality act 2010 (Gender Pay Gap information regulations 2017).

Sincerely

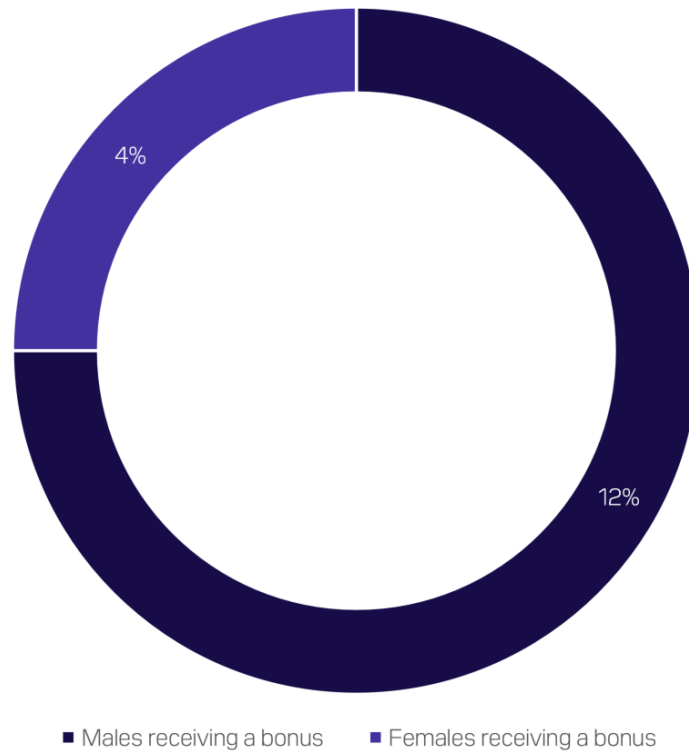
**Jonathan Chown**  
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**UK Contract Logistics**

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**Director – People – UK North and Ireland**  
**People**

## Graph 1: DP World Logistics Technology gender pay gap at a glance

	Mean	Median
<b>Gender pay gap</b>		
	31%	9%
<b>Gender bonus gap</b>		
	41%	16%

### Percentage of employees receiving a bonus



Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Lower	25%	75%
Lower Middle	48%	52%
Upper Middle	66%	34%
Upper	76%	24%