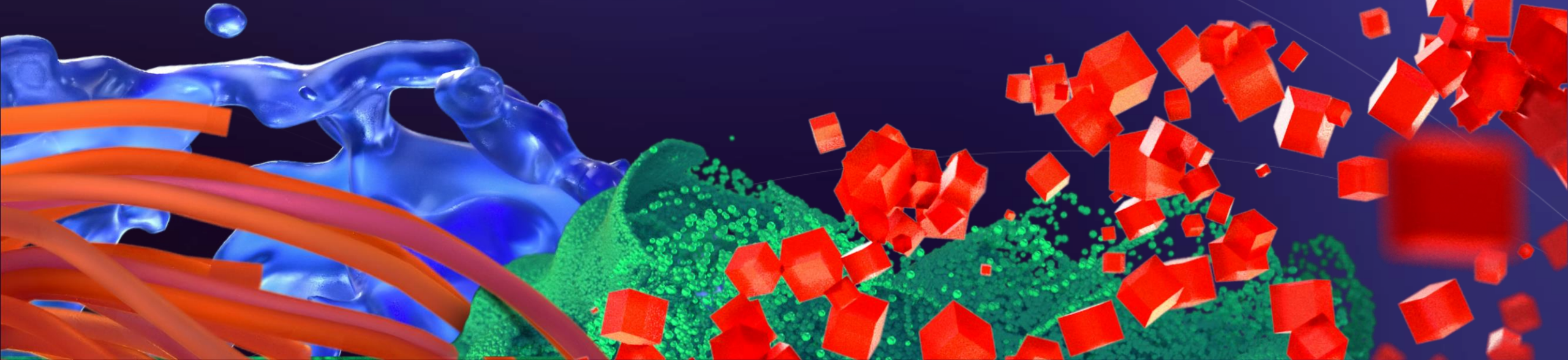




DP WORLD

# GENDER PAY GAP REPORT 2024

DP World Logistics Ireland ULC – Snapshot day June 30<sup>th</sup> 2024





# BACKGROUND

## Gender Pay Gap in the Ireland:

The Ireland gender pay gap signifies the variance in average hourly wage between male and female employees in an organisation, regardless of their seniority. This report compares the pay of all working men and women, not just those in similar jobs, with similar working pattern or with similar competencies, qualifications or experience.

The Irish government introduced the Gender Pay Gap Information Act into law in 2021 and began having practical effect in 2022 for employers with more than 250 employees. In 2024 this advanced to employers with more than 150 employees.

## Calculation Methods:

Under the act, employers are required to publish information on their gender pay gap, specifically gender based differences in mean and median hourly remuneration, mean and median bonus payments and the percentage of employees paid a bonus or benefits in kind.



# BACKGROUND

## Ireland Headcount

	Number	%
Total number of Males	138	66.03%
Total number of females	71	33.97%
Total number of employees	209	



# GENDER PAY GAP 2024

Mean	Median
Gender pay gap	
39%	42%
Gender bonus gap	
73%	60%

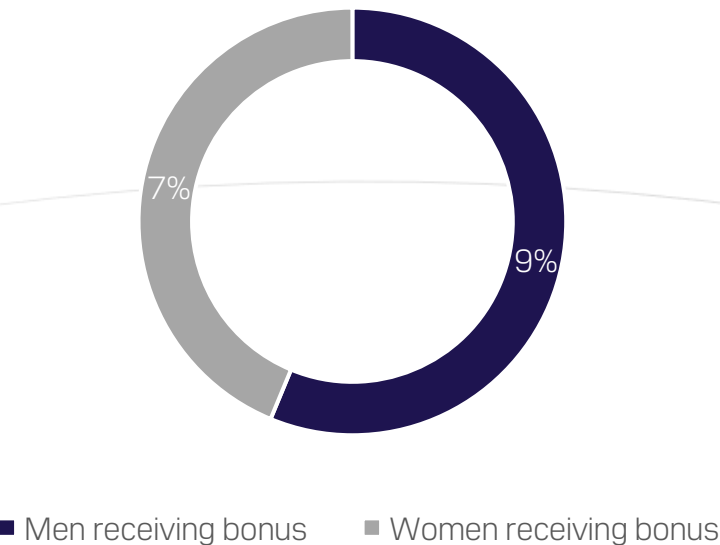
For Ireland, the mean gender pay gap, showing the difference in the average hourly rate of pay between men and women – is **39%**. The median gender pay gap is **42%**.

The mean gender bonus gap between men and women was **73%** and the median gender pay gap was **60%**.



# GENDER PAY GAP 2024

Percentage of employees receiving a bonus



The proportion of male and female employees receiving a bonus is almost at par – with 9% males and 7% females.

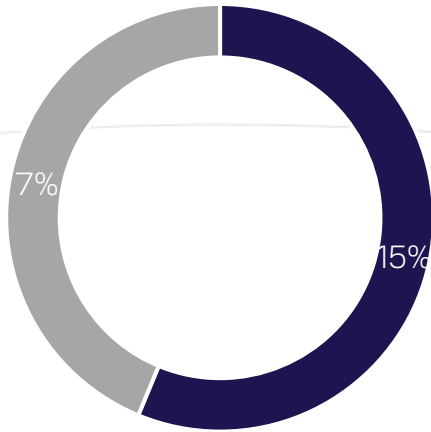
Proportion of employees in each pay quartile		
Pay quartile	Female	Male
Lower	56%	44%
Lower Middle	46%	54%
Upper Middle	23%	77%
Upper	12%	88%

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.



# GENDER PAY GAP 2024

Percentage of employees receiving benefit in kind



■ Men receiving benefit in kind ■ Women receiving benefit in kind

The proportion of male and female employees receiving benefit in kind is 15% males and 7% females.



# DP WORLD'S 30 X 2030 SUSTAINABILITY STRATEGY

Our commitment to the United Nations Sustainable Development Goal (SDG) 5 on Gender Equality in our Vision Statement:

“DP World will lead positive impact within the supply chain industry and across diverse communities towards gender equality by 2030. Aligned with our SDG 5 commitment, we take accountability in driving progressive and sustainable actions in attracting, developing, retaining and supporting the women in our workforce as well as the societies in which we operate”.





# GROUP AND REGIONAL TARGETS

At the Group level, our target is 18% female representation by 2025. We take our commitment seriously and have seen increased female participation in various DP World Women initiatives and programmes. These programmes offer women within the business an opportunity to build their network, seek mentors and grow within our organisation.

At a regional level, our [GROW Programme](#) (DP World's Graduate programme) for 2024 included 41% female representation with talent in engineering and commercial capabilities. Our aim is to increase this to 44% in 2025. Similarly, our endeavour is for more than 40% of women to attend all group and regional learning programmes, and more women to participate as mentees in 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.



# HOW WE ENSURE FAIRNESS

We regularly review our compensation and career progression frameworks to ensure fairness, supported by salary benchmarking and gender pay gap analysis.

Beyond pay, we are focused on creating an inclusive culture through equitable opportunities, flexible working arrangements, and diverse leadership pathways.

By embedding fairness into our policies, decision-making, and daily interactions, we foster an environment where all employees can thrive, contribute meaningfully, and progress based on merit.