



Gender Pay Gap Report: 2020

DP World in the UK is at the heart of Britain's trading future, providing the right trading infrastructure, smart logistical solutions and the benefits of Freeport status to our customers. With the vision of leading the future of world trade, DP World is built on the principles of creating growth, driving results, supporting people to excel and constantly adapting and evolving.

Today we report that for Southampton, the mean gender pay gap, showing the difference in the average hourly rate of pay between men and women – is 26.20%. The mean gender bonus gap sits at 50.32%. A large part of DP World's Inclusion and Diversity strategy focuses on women. In our ports and terminals, logistics parks and economic zones around the world, women are working in ground-breaking roles that are revolutionising the industry. We are committed to continuing to work hard to attract, recruit and retain top talent amongst professional females in our industry and be a part of global trade.

We fully support the UK government's initiative to increase the transparency of pay and recognise that we have a responsibility to enable all of our employees to reach their full potential, regardless of gender. I'm pleased to have welcomed Charmain Browning, UK Head of People, to build momentum in this area and provide a dedicated focus in 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).

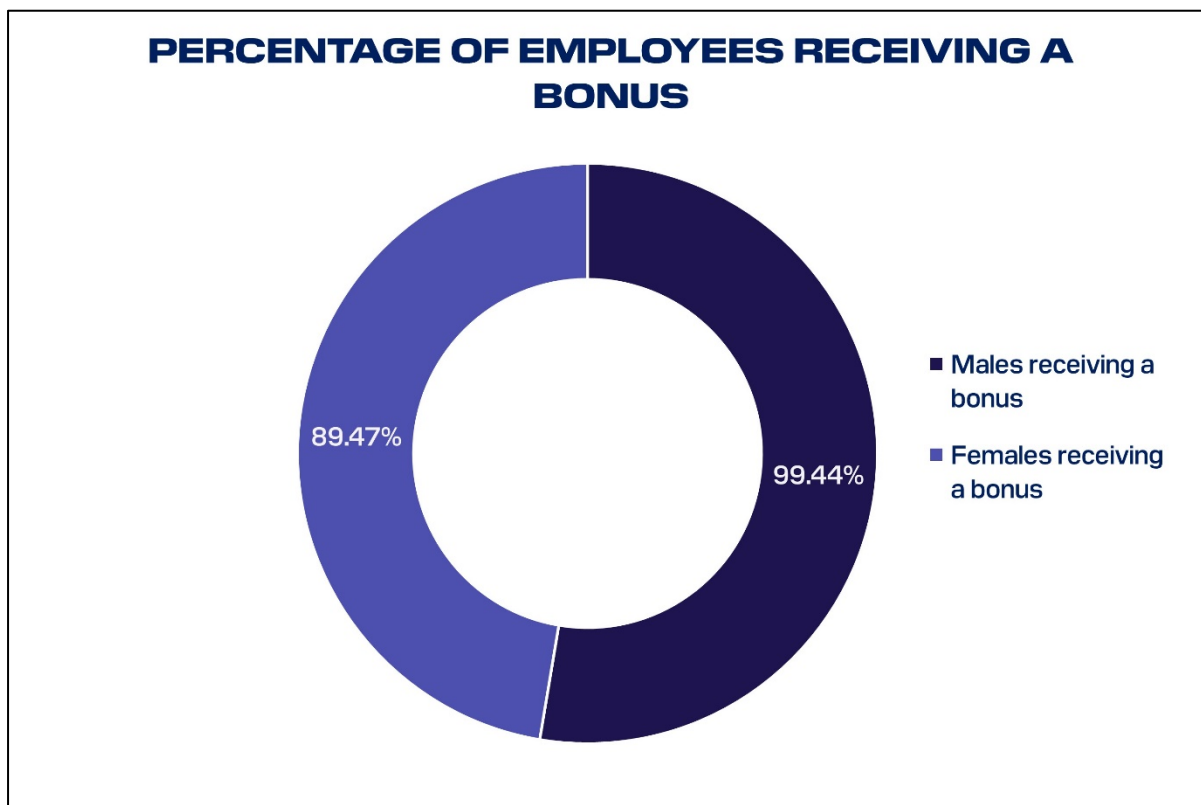
Sincerely



Ernst Schulze
UK Chief Executive Officer

DP World Southampton gender pay gap at a glance

Mean	Median
Gender pay gap	
26.20%	30.21%
Gender bonus gap	
50.32%	41.72%



Proportion of employees in each pay quartile

Pay quartile	Male	Female
Lower	71.72%	28.28%
Lower Middle	95.27%	7.43%
Upper Middle	99.32%	0.68%
Upper	97.32%	2.68%