

GENDER PAY GAP REPORT: 2017



Chris Lewis
UK Chief Executive Officer

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

We ensure diversity and inclusion is embedded within our culture so our employees are treated fairly and equally throughout their time working at DP World London Gateway.

We are committed to equal pay for equal work which has been reflected in our gender hourly pay gap results. We acknowledge that our gender bonus pay gap is greater than we would like and recognise that we have to work harder to attract, recruit and retain senior professional women into our traditionally male dominated industry. We will continue to address this through our talent development and succession planning.

I 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.

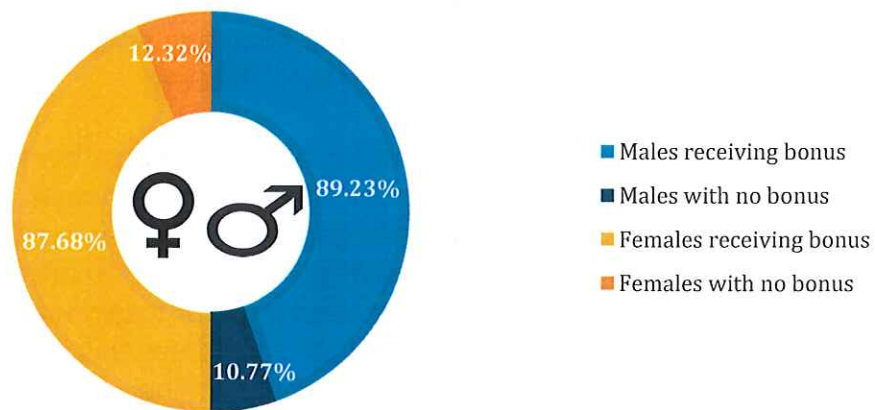
A handwritten signature in blue ink, consisting of a stylized 'C' followed by a long horizontal stroke and a vertical line.

Chris Lewis
UK CEO

DP World London Gateway gender pay gap at a glance

Mean	Median
Gender pay gap	
0.67%	2.21%
Gender bonus gap	
22.02%	-49.14%

PROPORTION OF EMPLOYEES RECEIVING A BONUS



Proportion of employees in each pay quartile

Pay Quartile	Male	Female
Upper	76.92%	23.08%
Upper Middle	82.20%	17.80%
Lower Middle	90.60%	9.40%
Lower	81.36%	18.64%