

GENDER PAY GAP REPORT: 2018



Chris Lewis
UK Chief Executive Officer

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

I am pleased to report that since last year's gender pay gap we have increased the proportion of females in the upper pay quartile by 4.12% and we have also seen a 20.46% reduction in our mean gender bonus gap. We continue to work hard 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.

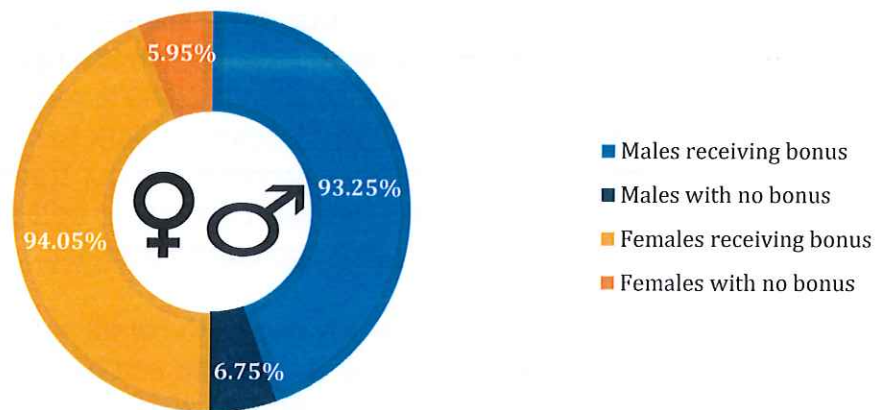
A handwritten signature in black ink, appearing to be 'CL' followed by a stylized flourish.

Chris Lewis
UK CEO

DP World London Gateway gender pay gap at a glance

Mean	Median
Gender pay gap	
-2.94%	-6.24%
Gender bonus gap	
1.56%	-45.33%

PROPORTION OF EMPLOYEES RECEIVING A BONUS



Proportion of employees in each pay quartile		
Pay Quartile	Male	Female
Upper	72.80%	27.20%
Upper Middle	90.40%	9.60%
Lower Middle	89.60%	10.40%
Lower	79.84%	20.16%