

# Ports & Terminals – Southampton - Gender Pay Gap Report: 2024

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 European Pay Transparency Directive and UK government’s initiative to increase the transparency of pay and recognise we have a responsibility to enable gender equality.

For 2024, we report for DP World Ports & Terminals - Southampton, the **mean** gender pay gap, showing the difference in the average hourly rate of pay between men and women, is 12.90% compared to 14.05% in 2023 and 18.15% in 2022. The **mean** gender bonus gap is 17%.

In line with DP World’s 30x2030 sustainability strategy, and our commitment to the United Nations Sustainable Development Goal (SDG) 5 on Gender Equality our vision statement, is below:

“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”.



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.

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.

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).

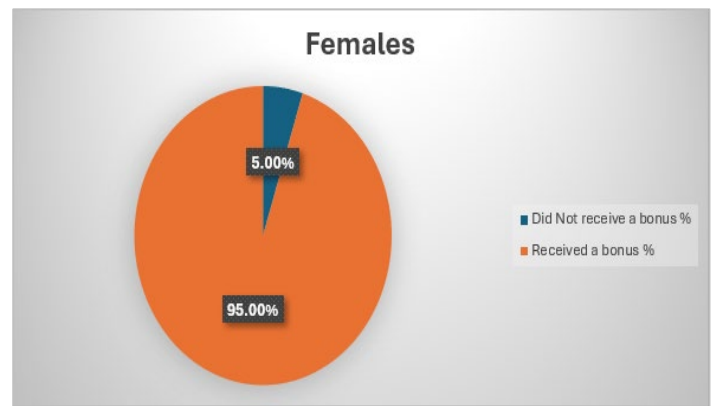
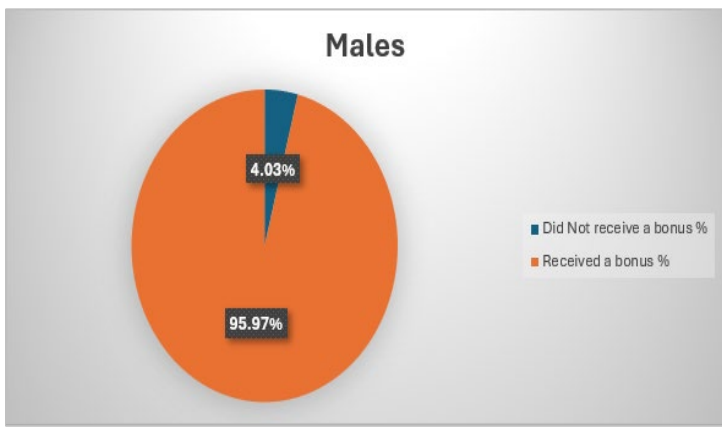
Sincerely

**Ernst Schulze**  
Chief Executive Officer  
UK Ports & Terminals

**Charmain Browning**  
People Director – South UK –

## Graph 1: DP World Ports & Terminals - Southampton gender pay gap at a glance

Mean	Median
<b>Gender pay gap</b>	
12.90%	8.98%
<b>Gender bonus gap</b>	
17.09%	8.27%



Proportion of employees in each pay quartile		
Pay quartile	Male	Female
Lower	86%	14%
Lower Middle	77%	23%
Upper Middle	96%	4%
Upper	93%	7%