

# World Duty Free UK Ltd

## Gender pay gap report 2023

The gender pay gap statistics for WDFG UK Ltd as of 5 April 2023 are below:

	Mean	Median
Pay gap	22.0%	9.9%

	Mean	Median
Bonus gap	48.6%	24.0%

	Percentage
Proportion of men receiving a bonus	75.3%
Proportion of women receiving a bonus	81.9%

Quartile	Men	Women
Lower	19.7%	80.3%
Lower-mid	31.6%	68.4%
Upper-mid	38.6%	61.4%
Upper	53.2%	46.8%

### Explanation of our gaps

Our gender pay gaps are similar to last year. Ours is a female dominated workforce: 66% of all employees are women. Our gender pay gaps exist because we have an imbalance in the proportions of men and women in our workforce. We have good gender balance at all management levels of our business. From the lower management levels – over 50% of our **Supervisor** and **Manager** roles are held by women – to the most senior roles, including **Head of** positions where 7 out of 16 roles are held by women. Our gender pay gaps exist because we have an over-representation of women in our lower paid **admin / retail shop floor** roles: 69% of these are held by women (down from 72% in 2022). These roles account for 85% of our total headcount and so the lower level of gender diversity in this role is a large part of the explanation for our pay gaps.

We are committed to reducing our gender pay gaps. We know that to do this we need to have a more balanced workforce. We need to attract and retain more women into more senior and higher-paying jobs and, at the same time, more men into our lower paying roles (and, as mentioned above, we are starting to see some change in this area).

We take a number of initiatives to try to make progress on our gender pay gaps. Our 2023 Trainee Leader Scheme resulted in successful outcomes for 7 females and 2 males, whilst in 2024 we have 16 females on the scheme and 2 males. We advertise office based senior roles as being available on a flexible/hybrid basis, and maintain a focus on diversity and inclusion training.

*I confirm that the above statistics are accurate and have been calculated in accordance with relevant legislation.*



**Fred Creighton**