

# World Duty Free UK Ltd

## Gender pay gap report 2024

The gender pay gap statistics for WDFG UK Ltd as of 5 April 2024 are below:

	Mean	Median
Pay gap	20.0%	8.2%

	Mean	Median
Bonus gap	43.8%	21.7%

	Percentage
Proportion of men receiving a bonus	84.0%
Proportion of women receiving a bonus	86.8%

Quartile	Men	Women
Lower	23.4%	76.6%
Lower-mid	28.8%	71.2%
Upper-mid	40.2%	59.8%
Upper	53.4%	46.6%

### Explanation of our gaps

Our gender pay gaps are similar to last year. Ours is a female dominated workforce: 63.6% 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 – 57% of our **Supervisor** roles are held by women – to the most senior roles, including **Head of** positions where 6 out of 15 roles are held by women.

Our gender pay gaps exist because, although we have good representation at senior levels, relative to the overall proportion of women in the workforce, women are underrepresented. This is because we have an over-representation of women in our lower paid **admin / retail shop floor** roles: 66.7% of these are held by women (down from 72% in 2022, and 69% in 2023). These roles account for 80% of our total headcount and so the lower level of gender diversity and overrepresentation of women 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 we are seeing consistent change in this area).

We take a number of initiatives to try to make progress on our gender pay gaps this including mentoring of female talent, advertising office based senior roles as being available on a flexible/remote basis, and running a survey and delivering follow up awareness training on diversity and inclusion.

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

A handwritten signature in black ink, appearing to read 'Fred Creighton', with a stylized flourish at the end.

**Fred Creighton**