

World Duty Free UK Ltd

Gender pay gap report 2025

The gender pay gap statistics for WDFG UK Ltd as of 5 April 2025 are below:

	Mean	Median
Pay gap	14.4%	3.0%

	Mean	Median
Bonus gap	44.4%	24.9%

	Percentage
Proportion of men receiving a bonus	85.6%
Proportion of women receiving a bonus	86.6%

Quartile	Men	Women
Lower	26.4%	73.6%
Lower-mid	34.6%	65.4%
Upper-mid	38.2%	61.8%
Upper	47.7%	52.3%

Gender Pay Gap Summary

Our gender pay gaps have continued to improve, with our median pay gap now the lowest it has ever been and close to zero. As a female dominated organisation (64.1% women), our progress reflects meaningful change in the distribution of roles across the business.

Lower paid admin and retail shop floor roles account for 81% of our total headcount and the proportion of women in these roles has decreased steadily from 72% in 2022 to 64.9% in 2025, while the number of women in supervisory and management roles has continued to rise. Women now hold 66% of Supervisor roles and 10 of our 17 Head of positions, giving us strong gender balance at every management level. This shift, alongside an increase in men joining our lower paid roles, has been central to reducing our pay gaps.

We are committed to maintaining low gender pay gaps. We know that to do this we need to continue to have a balanced workforce. We need to keep attracting and retaining women into senior and higher-paying jobs and, at the same time, men into our lower paying roles.

To do this we continue to invest in developing future leaders. Our Management Development Schemes remains a key talent pipeline with 63% of the successful candidates on the 2025 scheme were female. This strong representation supports ongoing gender balance in leadership and helps maintain the positive impact we are seeing in our gender pay metrics.

In 2025, we also proudly achieved EDGE Certification, the leading global standard for workplace gender equality. The recommendations from this assessment will help to shape our Equality Action Plans, with a focus on career progression, strengthening our employee networks and introducing a menopause policy and awareness training.

We are delighted with our ongoing progress; however, we are not complacent. We will continue to take proactive steps to strengthen gender diversity, promote equitable progression, and remove any barriers individuals may face in their careers. Through our Equality Action Plan, strong leadership commitment, and a sustained focus on inclusive culture, we will ensure our workplace remains fair, supportive, and empowering for everyone.

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 long, sweeping underline.

Fred Creighton