



CWG Gender and Ethnicity Pay Gap Data 2023



CANARY WHARF
GROUP



Introduction

At CWG, our ambition is to create an inclusive culture where every employee, without exception, feels valued, supported and inspired. Employees with a breadth of lived experiences and cultures provide us with the different perspective and diversity of thought that we need to continually innovate and remain relevant. Our ED&I strategy underpins this, focusing on a workplace that truly reflects the world in which we live.

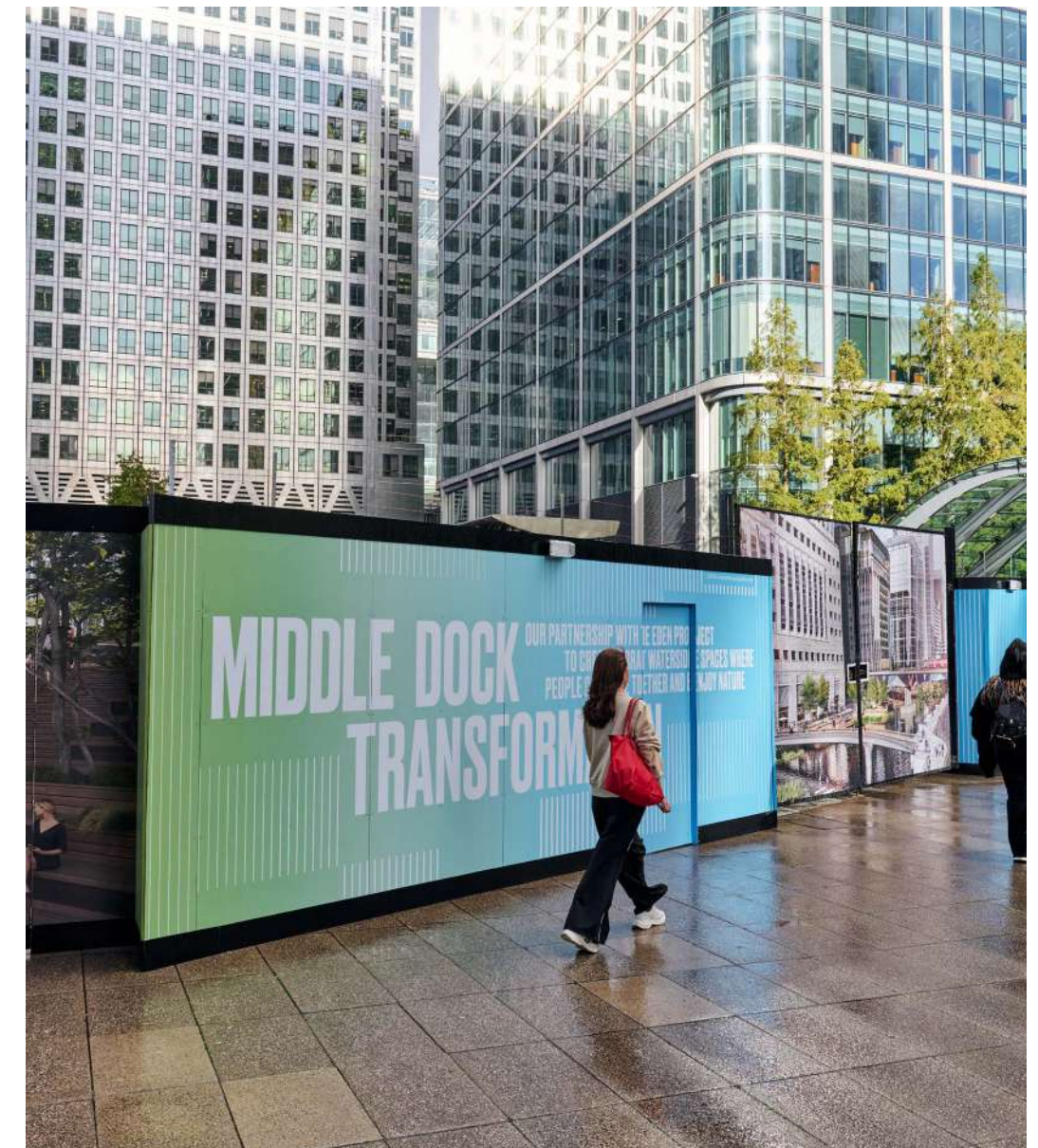
Each year, we publish our gender and ethnicity pay gap data. These are just some of the measures we use to monitor progress towards our ED&I goals. We look at this data across our larger businesses including Canary Wharf Ltd and Canary Wharf Management Ltd as well as at an overall consolidated level across all businesses to help us identify areas for improvement and actions needed. CWG's pay gap data for 2023 can be found on the following pages.

In 2023, our gender pay gap increased slightly from 2.5% (in 2022) to 5.8%, meaning that the average pay for men is 5.8% higher than the average for women at CWG. Whilst a small increase, the gap is still lower than the 7.3% we reported in 2021 and significantly lower than the sector average of 22.4%.

For 2023 we also reported a gender bonus gap increase of 3.9%, up from 0.9% in 2022 but significantly lower than our 2021 gap of 36.7% and the 2023 sector average of 39.4%. Both the gender pay and bonus gaps are primarily driven by a larger proportion of men in the higher pay quartiles although this has decreased each year.

For both gender pay gap and bonus gap, CWG had the lowest gap of any of the large real estate organisations in the UK.

Our ethnicity pay gap reduced in 2023 to 23.6% (from 25.3% in 2022) whilst the ethnicity bonus gap reduced significantly to 18.4% (from 27.5% in 2022). Whilst ethnicity bonus and pay gaps are not widely reported across the sector, CWG's pay gap was close to the average of 21.3% whilst our bonus pay gap was markedly lower than the 40.4% average.



We use this data to inform our pay and progression processes as part of our governance in benchmarking salary, bonus and recommendations. Having this data also helps us to focus on delivering an inclusive workplace that reflects our wider communities. Working with our ED&I networks including the Gender Balance Network and Ethnicity Equality Network, we will continue to take steps to create a socially sustainable environment to drive access and opportunities for all.

We will share further insight later this year when we publish our Equity, Diversity and Inclusion Report 2024, highlighting our strategic initiatives and the progress we have made.

Pay Gap Data

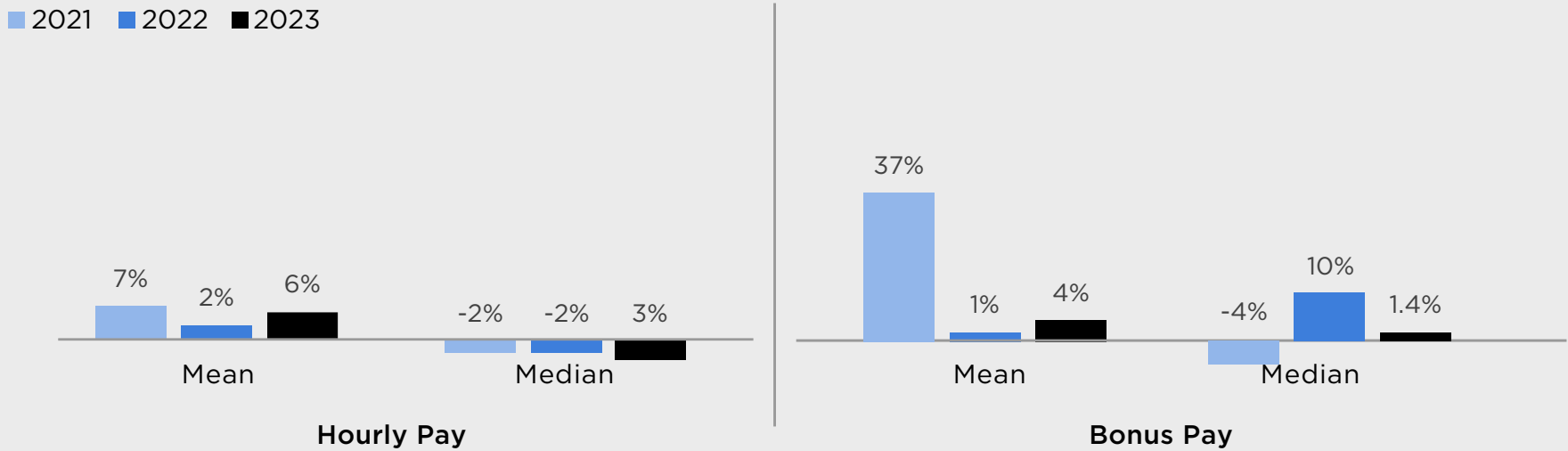


Gender Pay Gap Data

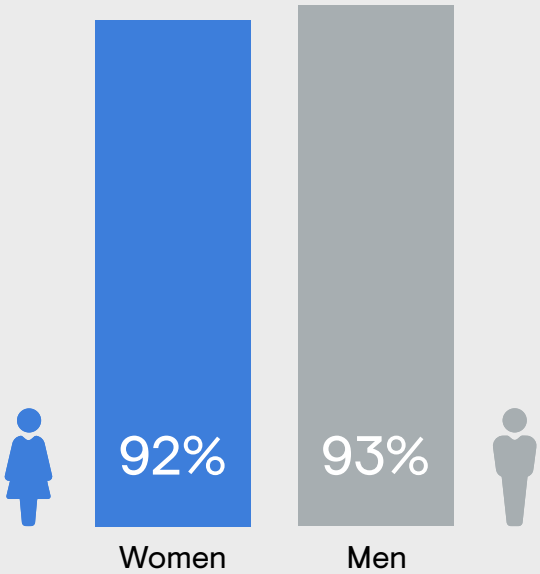
Data reported for the Canary Wharf Group is a composite of data for the following companies: Canary Wharf Management Limited, Canary Wharf Limited, Canary Wharf Contractors Limited, Vertus Residential Management Limited, Canary Wharf Residential Management Limited, CW Wood Wharf Residential Staffco Limited, Level39 Limited, Vertus 10 George Street Staffco Limited, Vertus 8 Water Street Staffco Limited and Canary Wharf Group plc

Canary Wharf Group

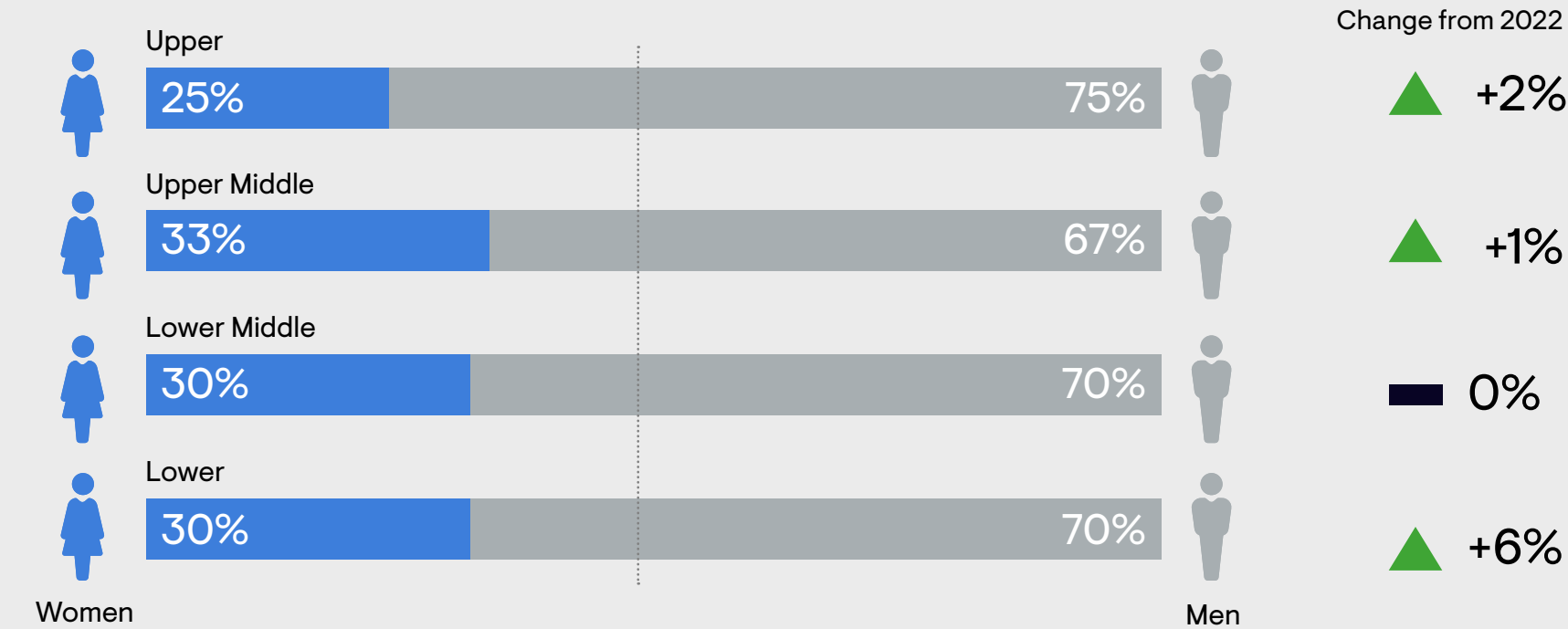
Hourly Pay and Bonus Pay



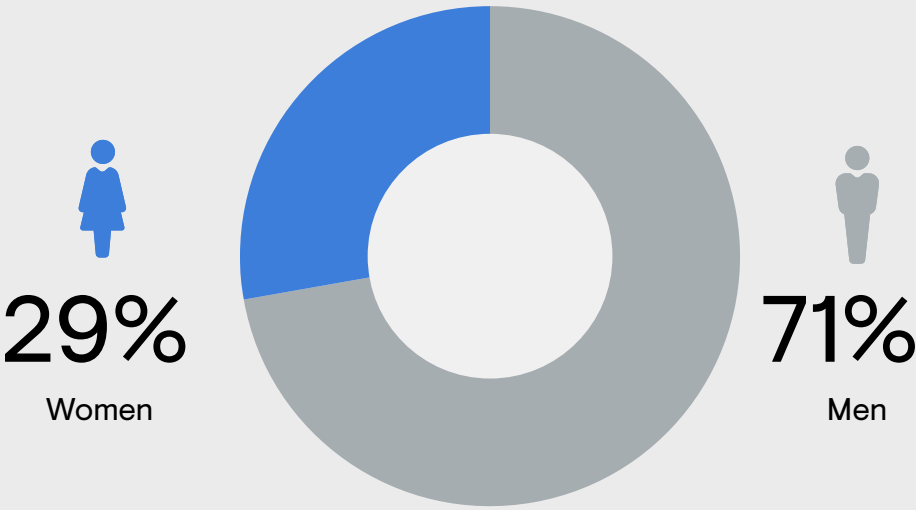
Total % in Receipt of Bonus



Pay Quartiles



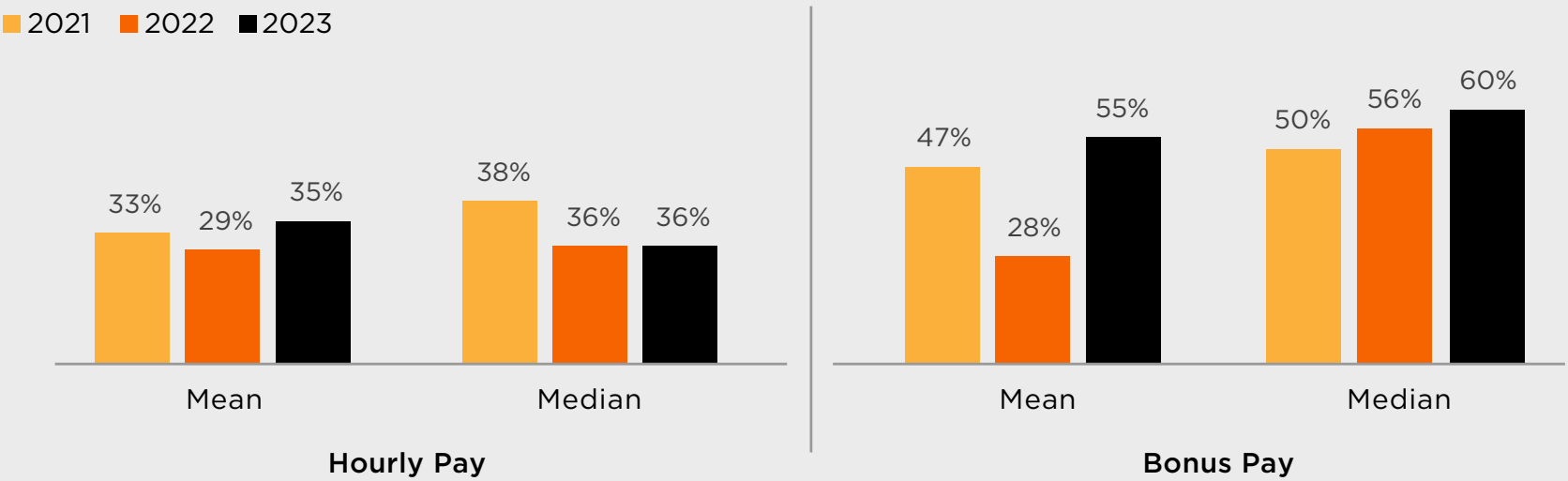
Total % of Men and Women



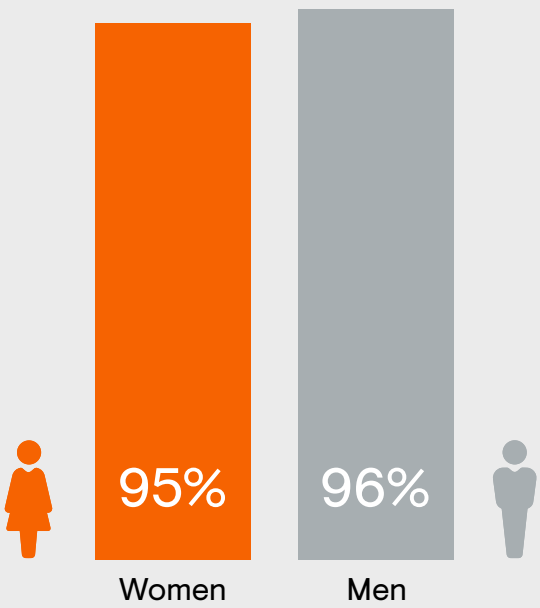
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Canary Wharf Contractors Limited

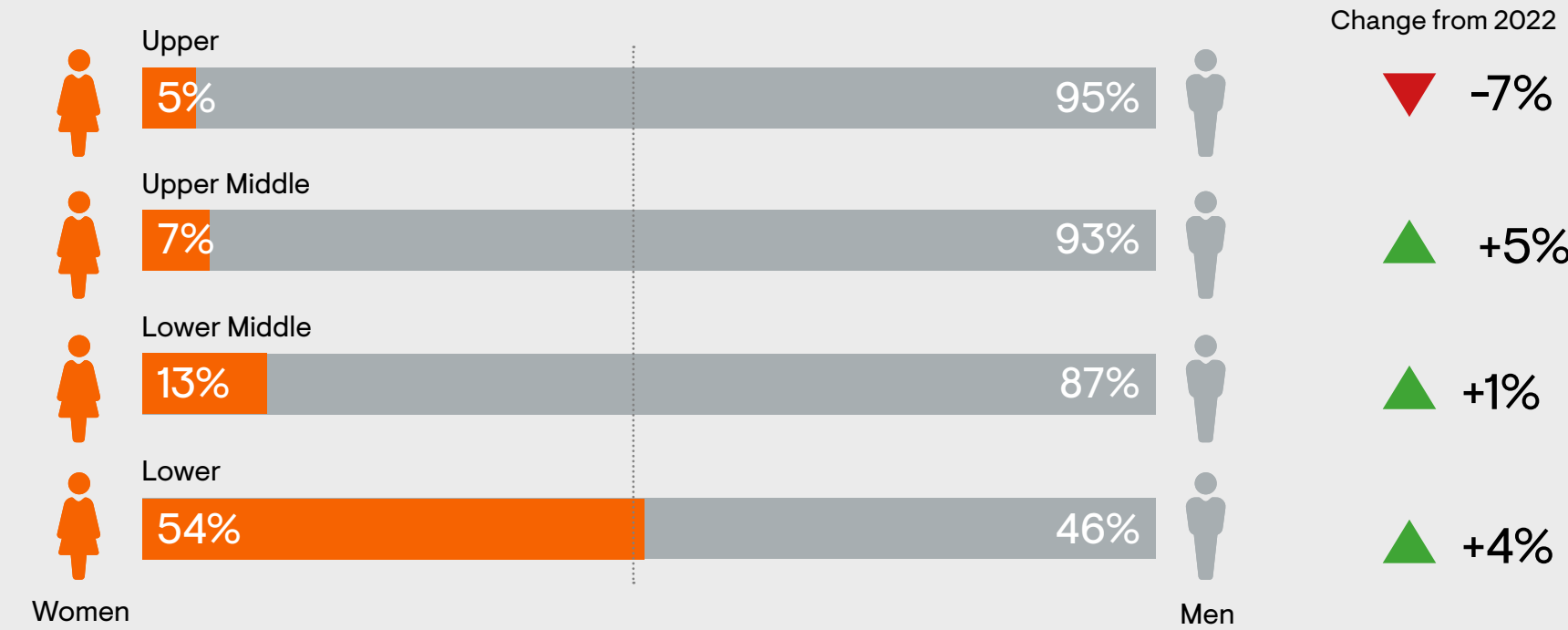
Hourly Pay and Bonus Pay



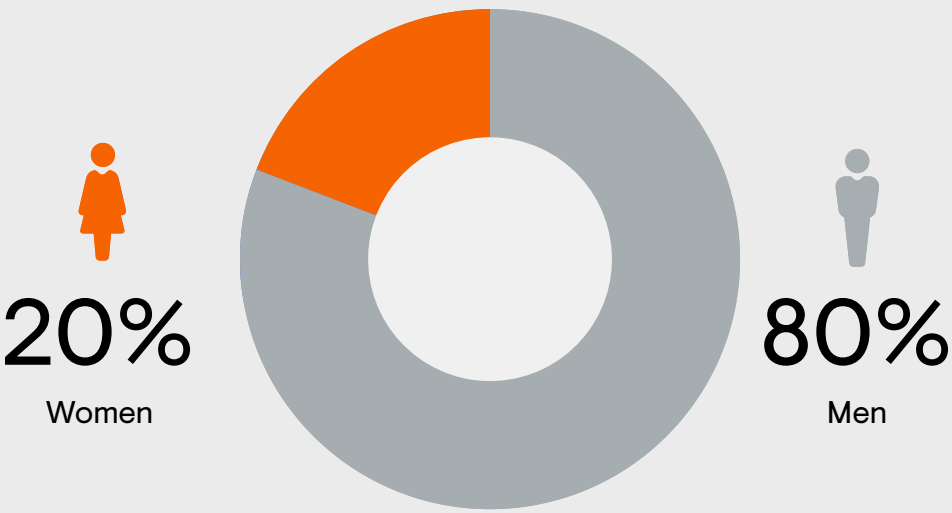
Total % in Receipt of Bonus



Pay Quartiles



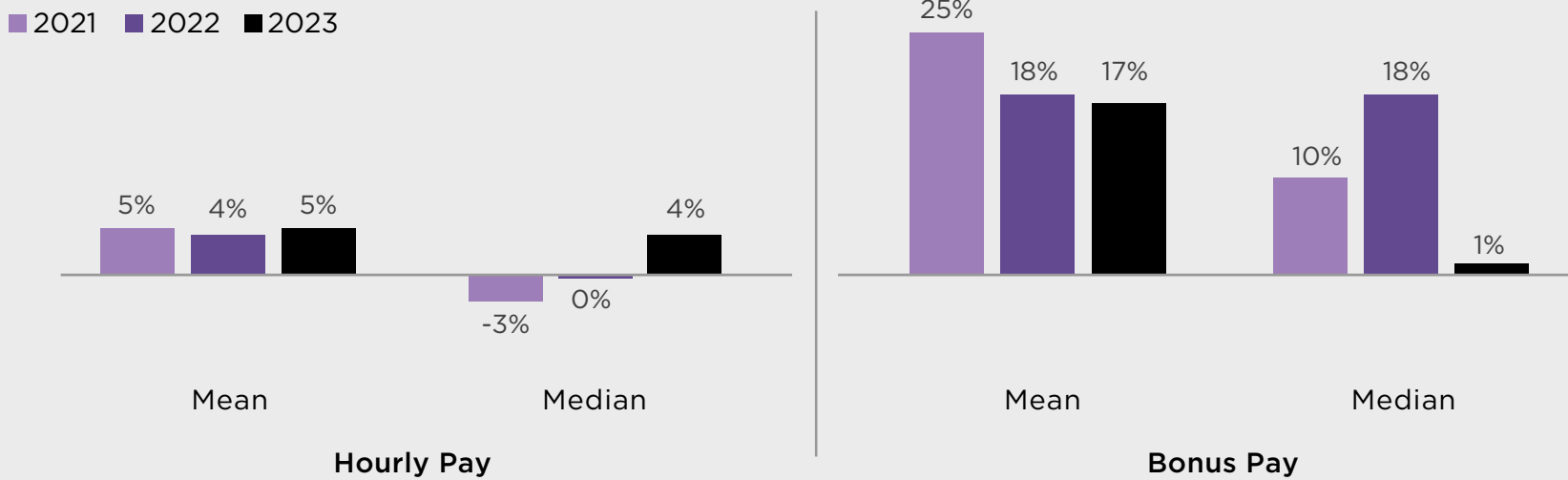
Total % of Men and Women



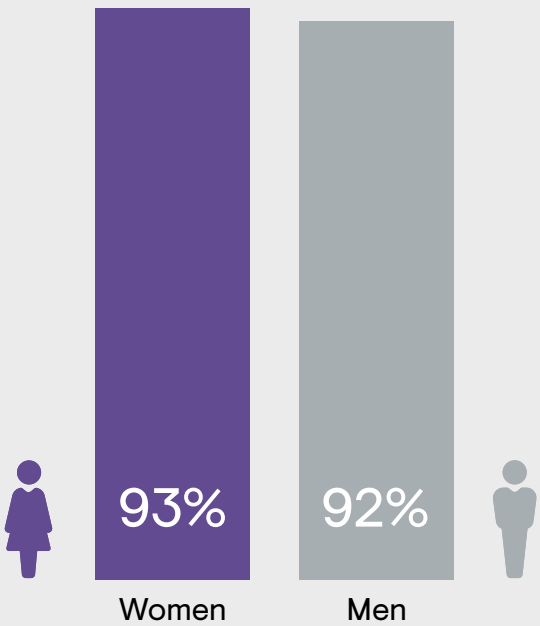
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Canary Wharf Management Limited

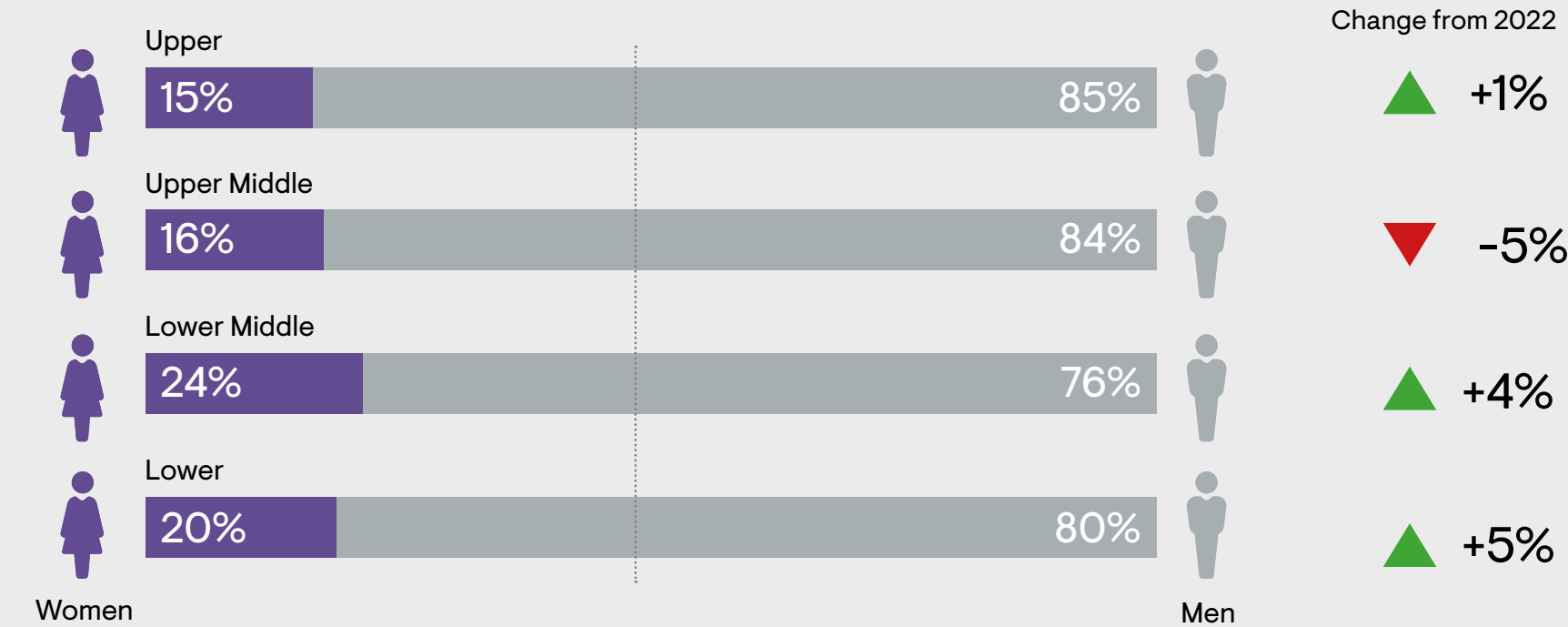
Hourly Pay and Bonus Pay



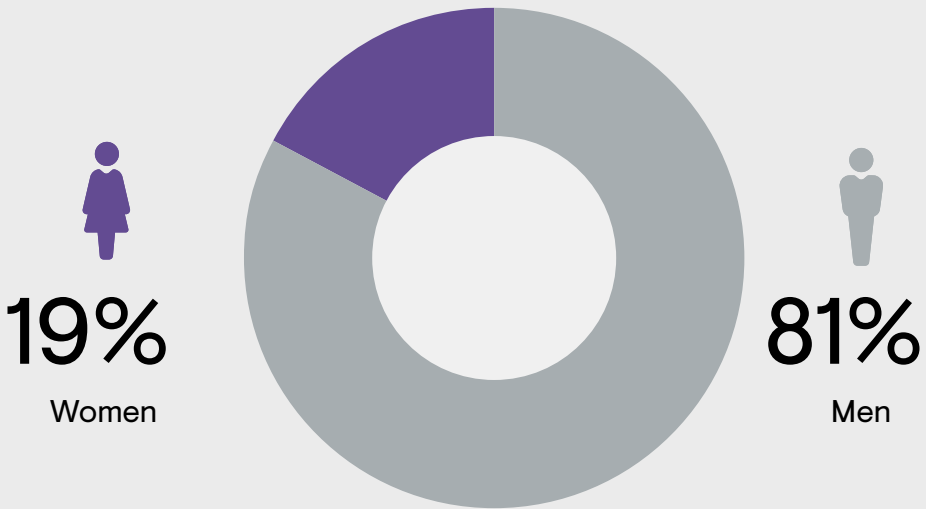
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Pay Quartiles



Total % of Men and Women

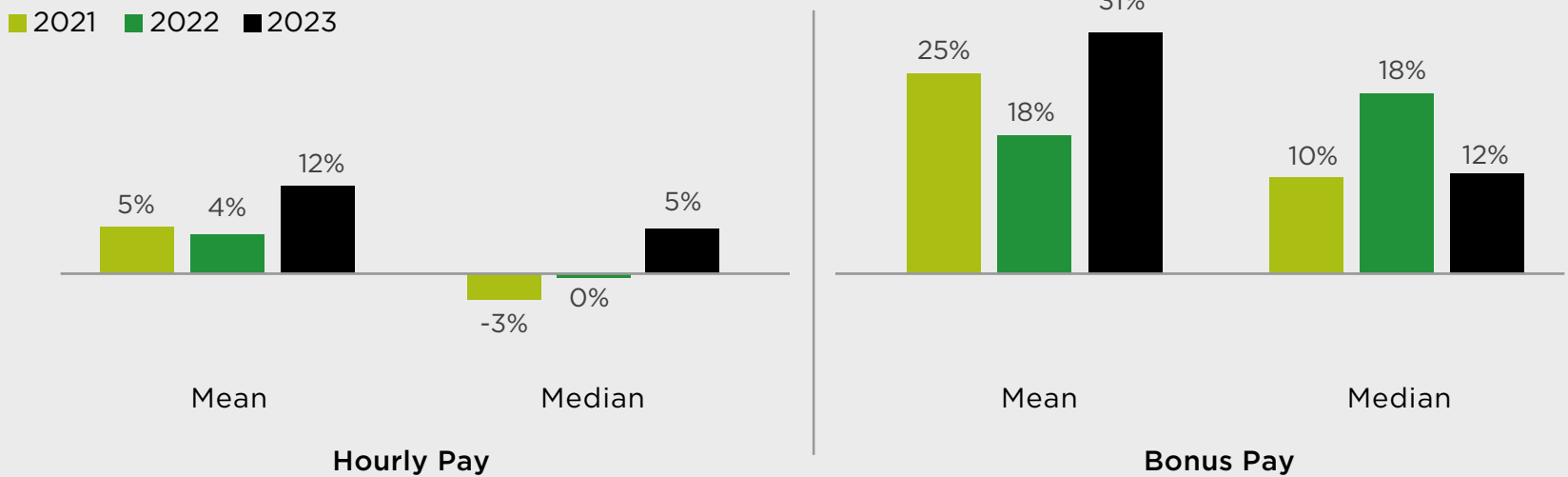


Gender Pay Gap Data

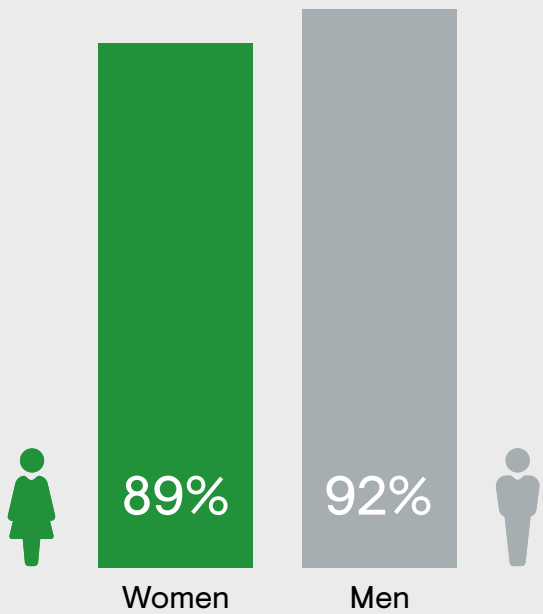
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Canary Wharf Limited

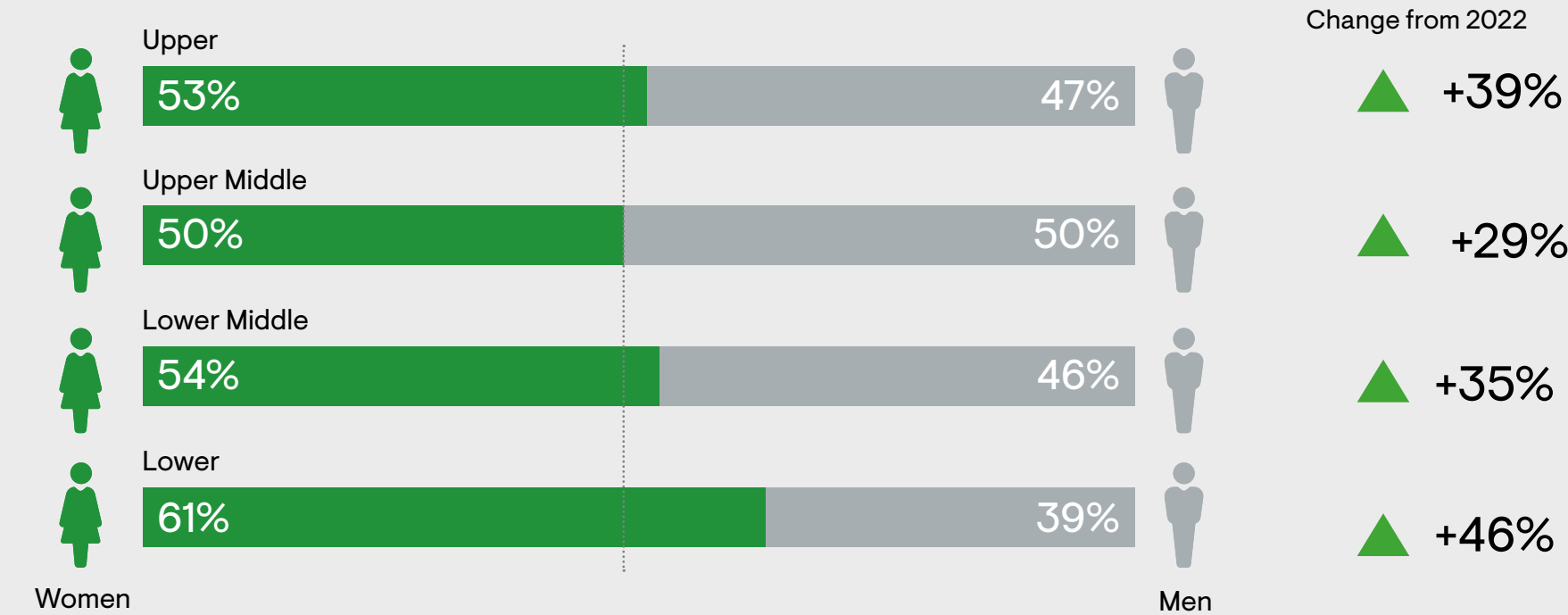
Hourly Pay and Bonus Pay



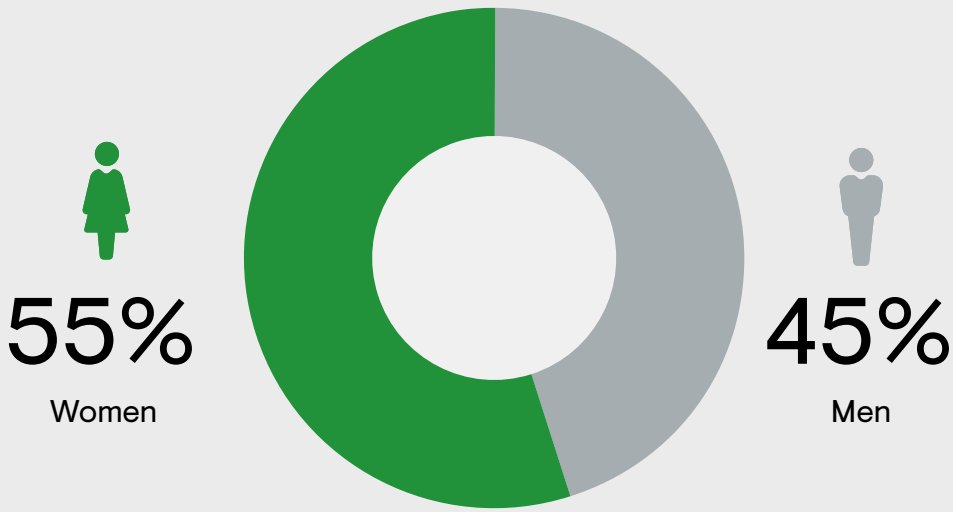
Total % in Receipt of Bonus



Pay Quartiles



Total % of Men and Women



Ethnicity Pay Gap Data

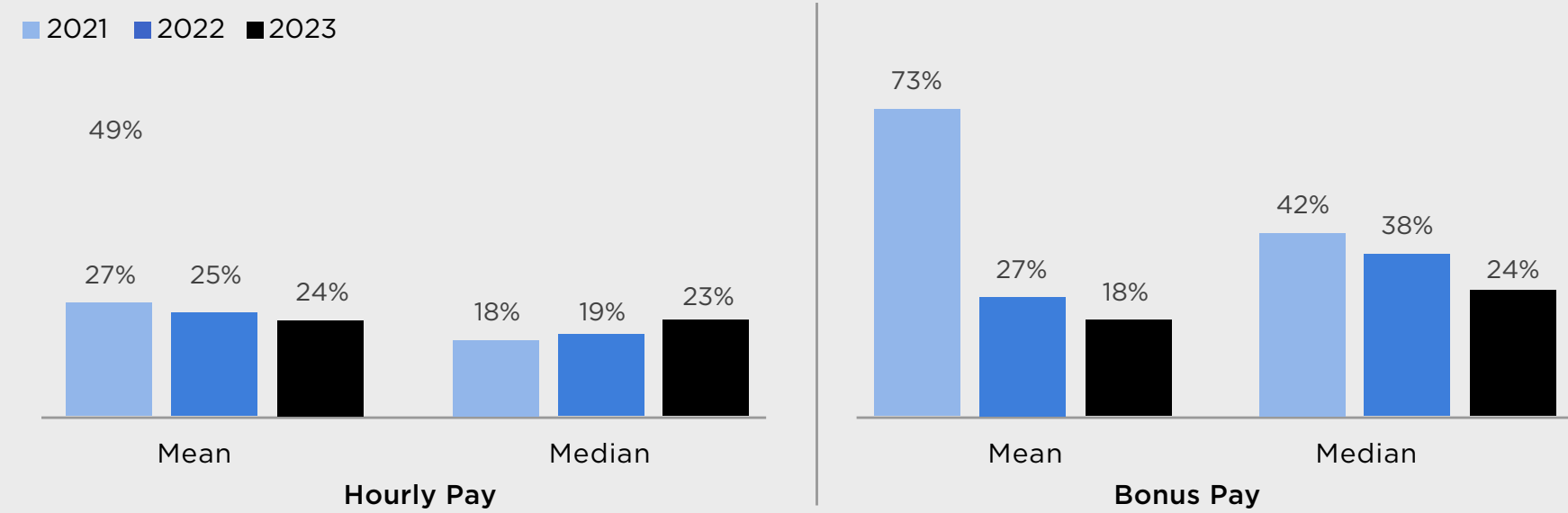
Effective reporting date for gender and ethnicity pay gap data is 5th April 2023

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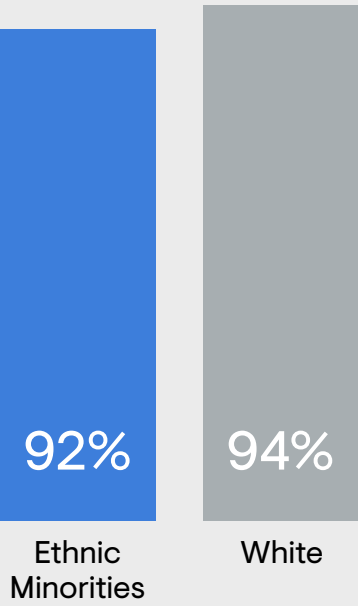
7% of employees did not disclose their ethnicity

Canary Wharf Group

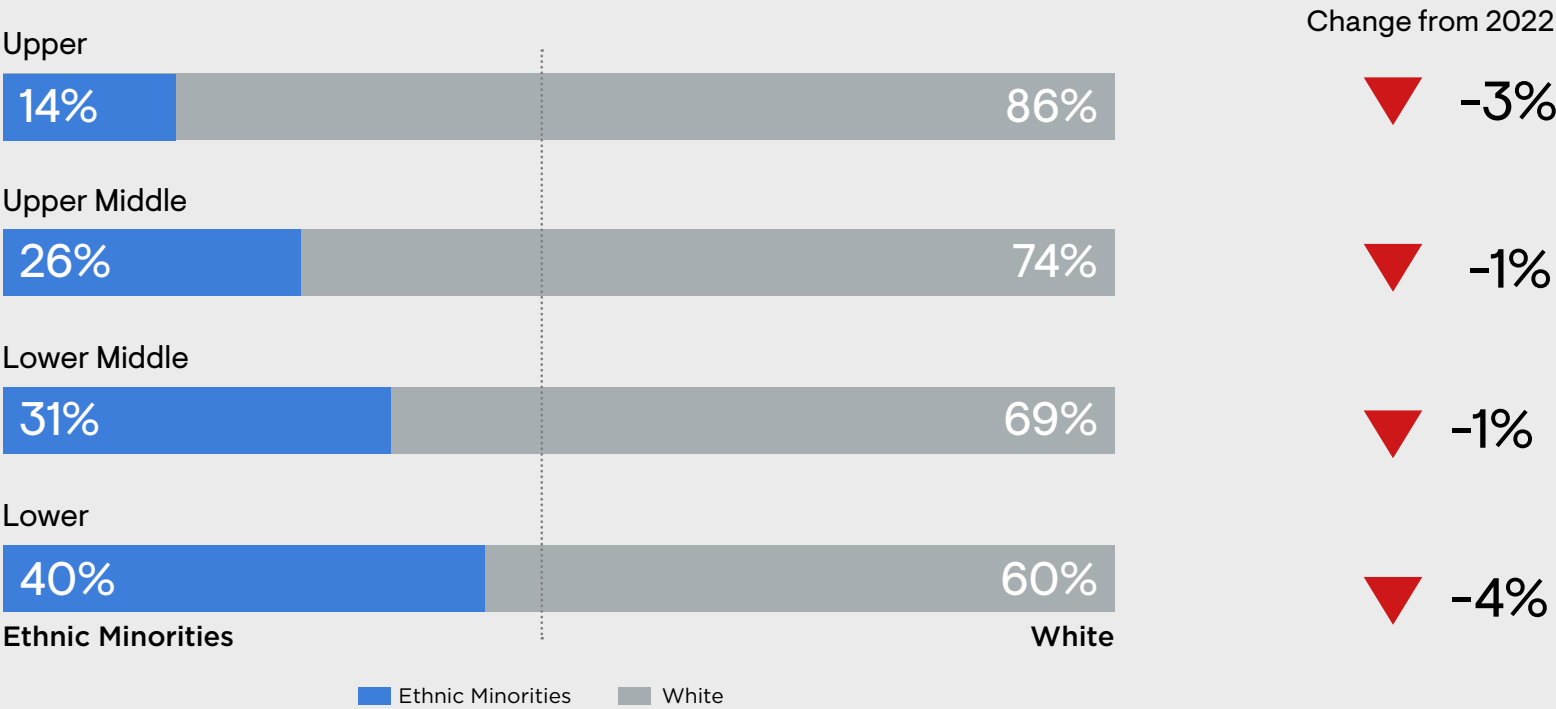
Hourly Pay and Bonus Pay



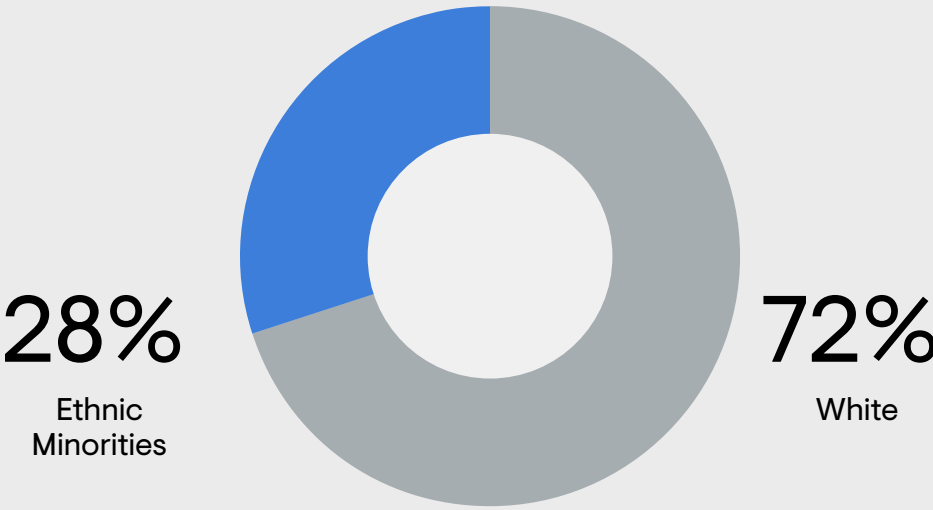
Total % in Receipt of Bonus



Pay Quartiles



Total % of Ethnic Minorities Employees



Ethnicity Pay Gap Data

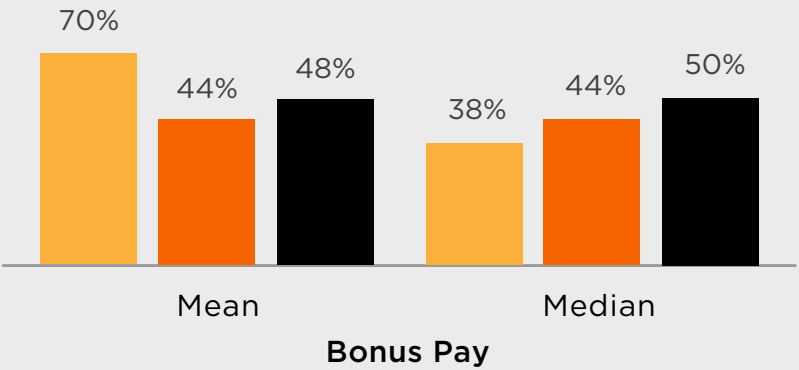
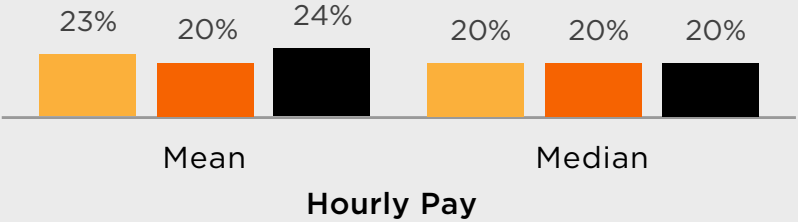
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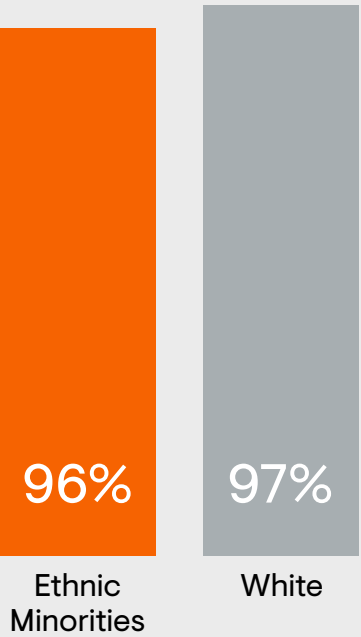
Canary Wharf Contractors Limited

Hourly Pay and Bonus Pay

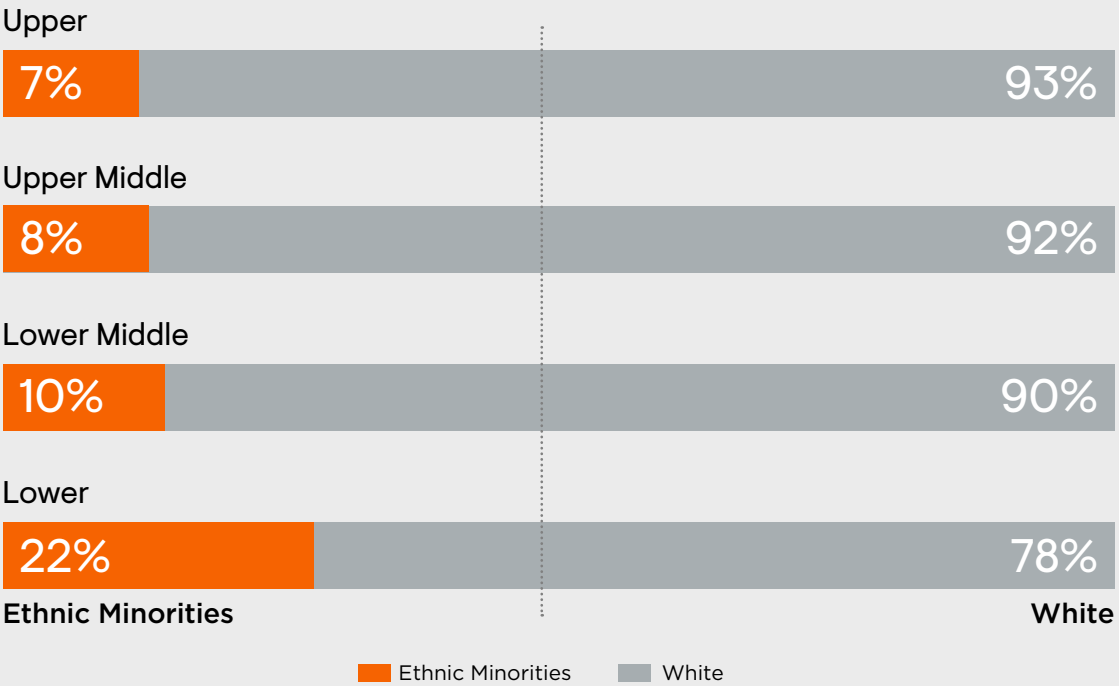
2021 2022 2023



Total % in Receipt of Bonus



Pay Quartiles



Change from 2022

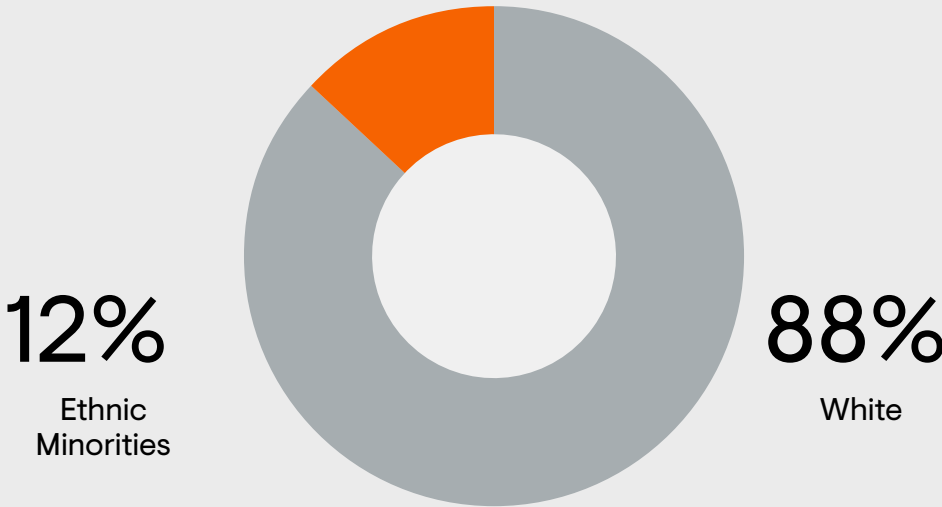
▼ -1%

▼ -4%

▲ +2%

▼ -1%

Total % of Ethnic Minorities Employees

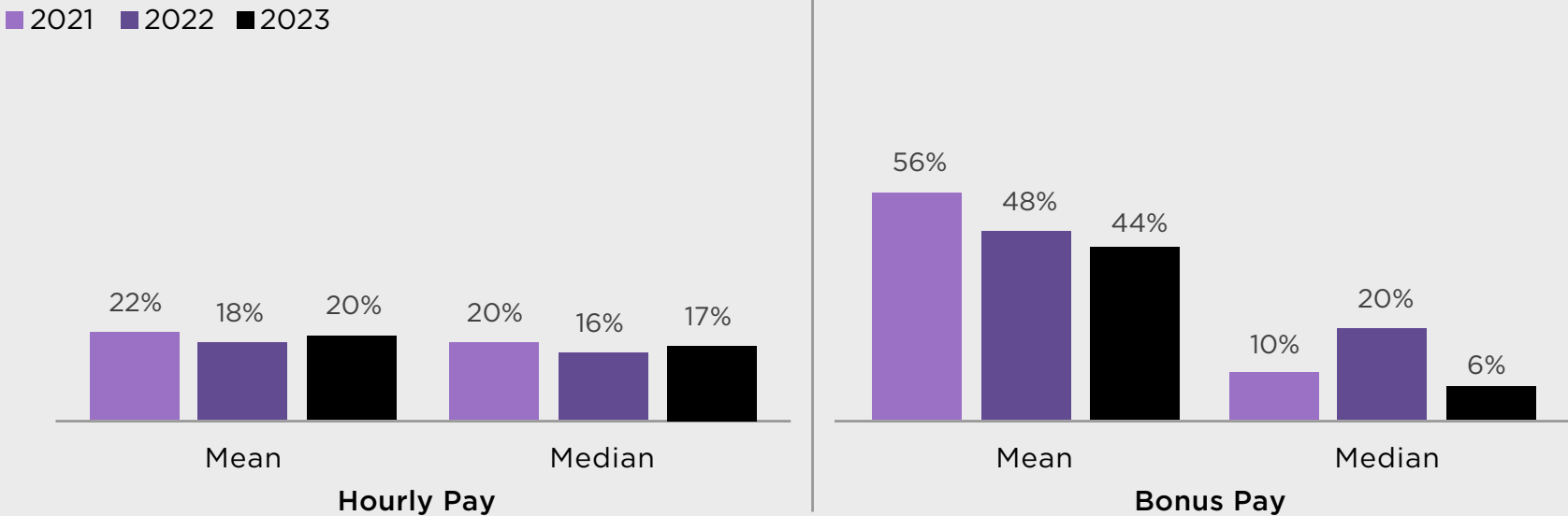


Ethnicity Pay Gap Data

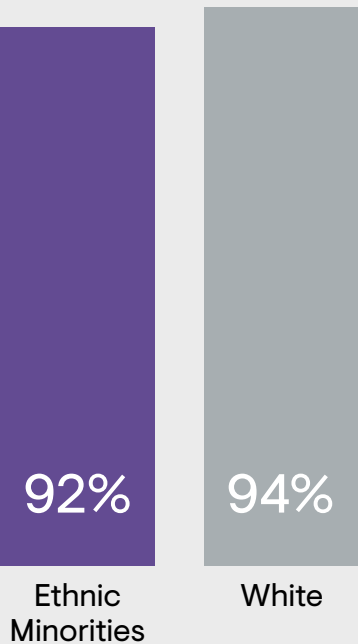
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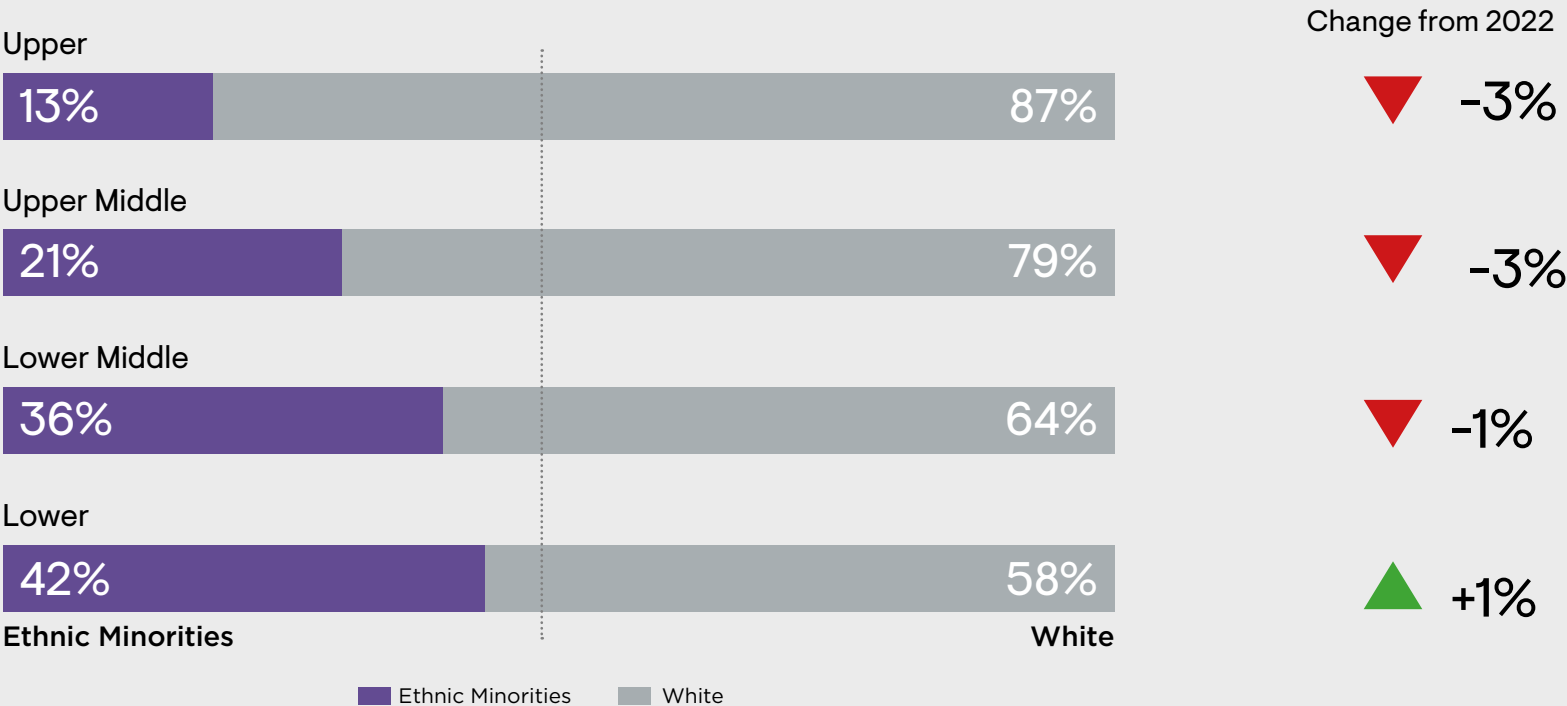
Hourly Pay and Bonus Pay



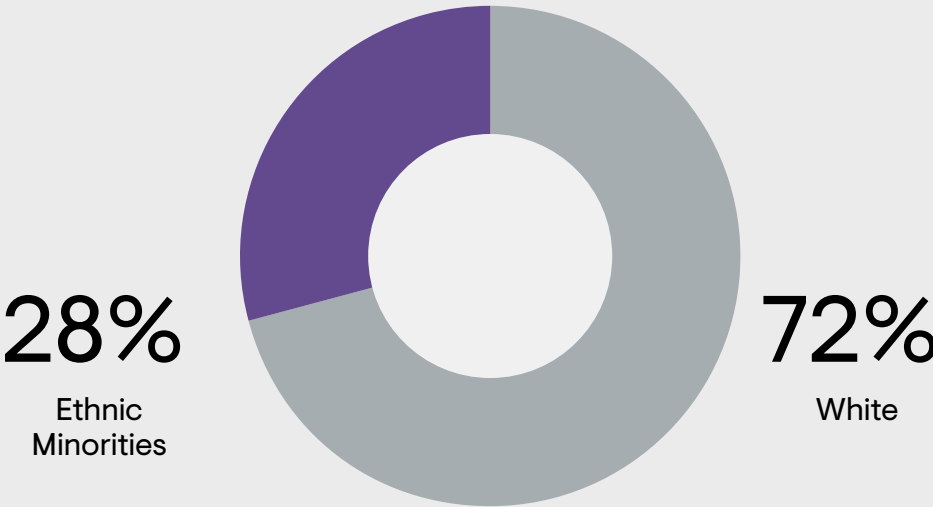
Total % in Receipt of Bonus



Pay Quartiles

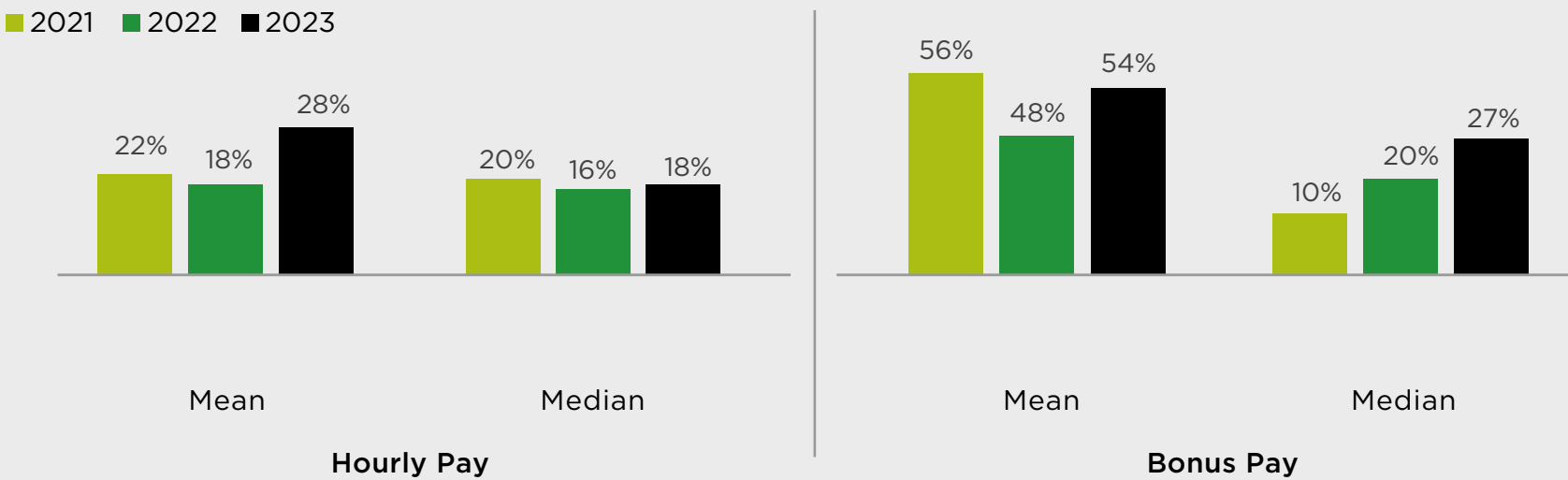


Total % of Ethnic Minorities Employees

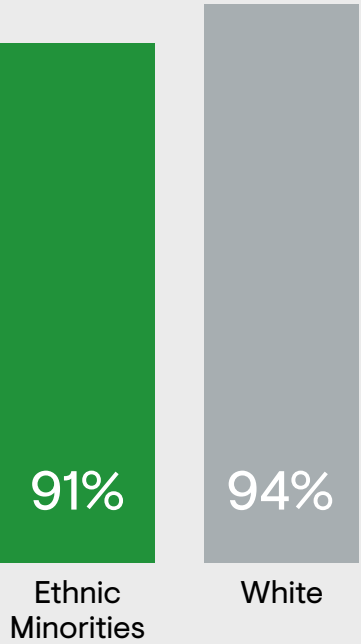


Canary Wharf Limited

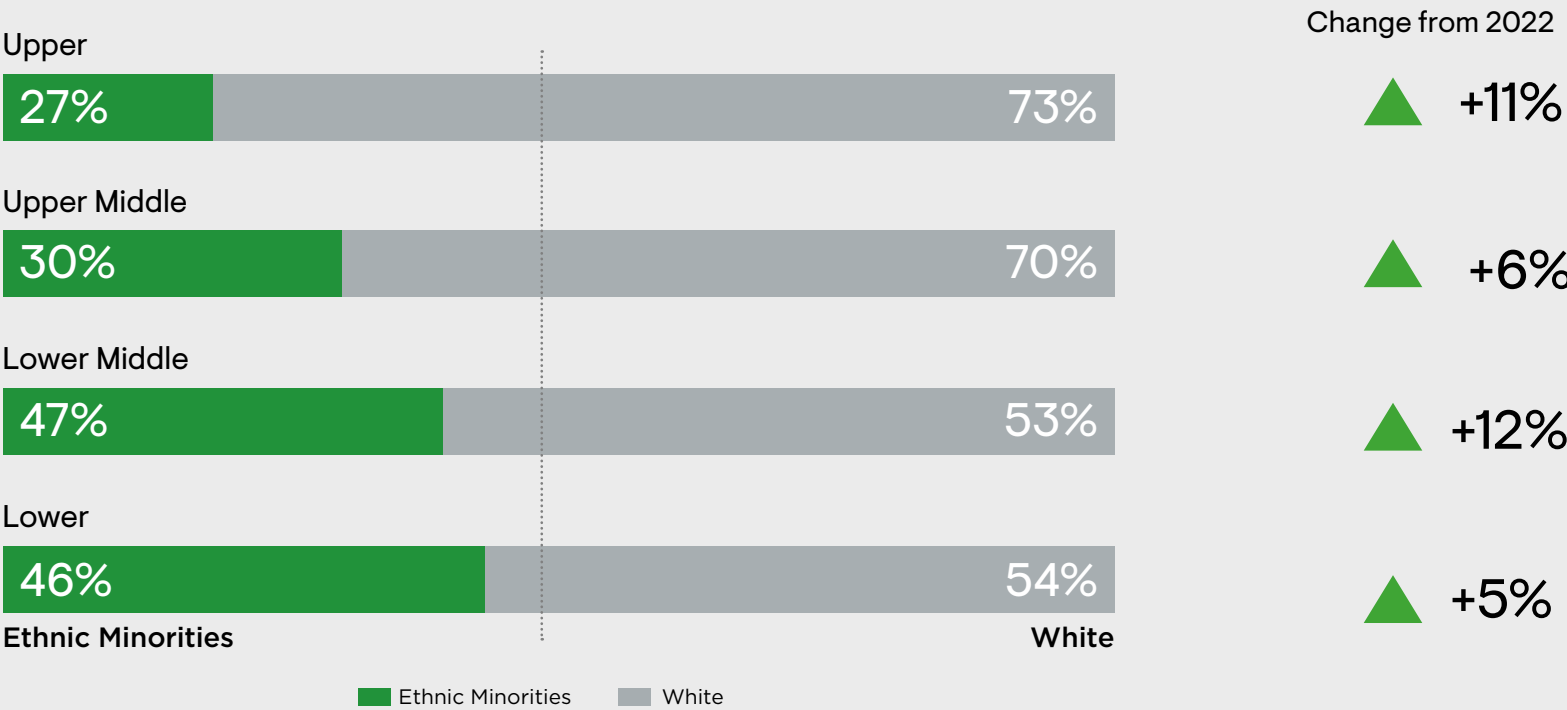
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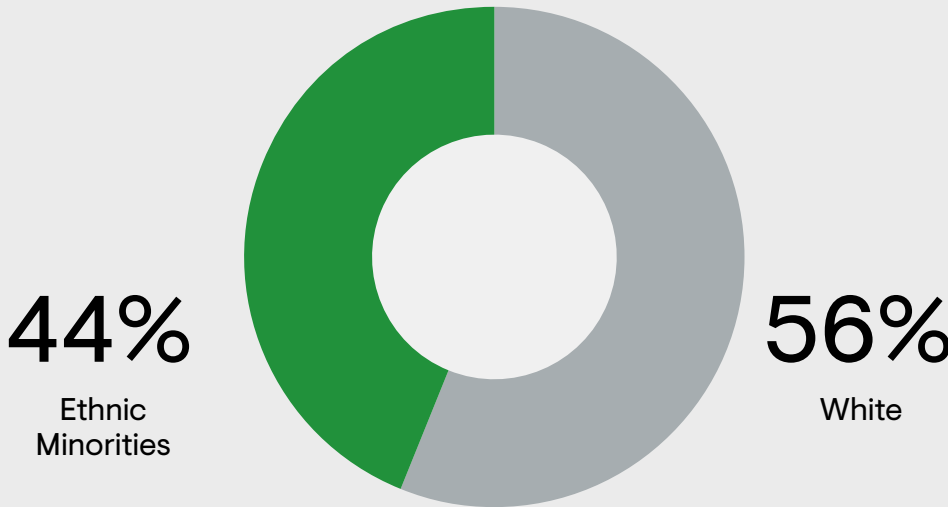
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Pay Quartiles



Total % of Ethnic Minorities Employees





CANARY WHARF GROUP

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