



DHL GLOBAL FORWARDING UK 2018 GENDER PAY GAP REPORT

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At DHL Global Forwarding UK, we believe that it is important to have a diverse and balanced workforce. We know that success comes from the commitment and energy of our people, and through creating an inclusive working environment where we invest in their futures, enabling them to value their contribution, grow with the organisation and make a difference.

In 2018, legislation required public and private companies with more than 250 employees to publish the average hourly pay difference between male and female employees. The regulations, which were introduced in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, offered an opportunity for businesses to benchmark their pay structures against others and to analyse them in detail.

As an organisation, we appreciated the fact that the first year of analysing this detail and reporting our findings was an excellent starting point in understanding our position, and to put in place a plan to address the differences highlighted in our male versus female mean and median pay and, more importantly, how we can attract, develop and promote more females within an industry which is traditionally male dominated.

This year's report focuses on 1,115 full-pay relevant employees who work for DHL Global Forwarding across the UK based on data as at 5 April 2018.

I confirm that DHL Global Forwarding UK's data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Michael Young
Chief Executive Officer
DHL Global Forwarding UK & Ireland



At DHL Global Forwarding UK, the difference between our mean hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees for the reporting period is 16% - £20.63 per hour for males versus £17.37 per hour for females. This represents a £3.26 difference in the hourly rate between the genders in favour of males. Our findings are based on 701 (63%) male relevant employees versus 414 (37%) female relevant employees.

For the second year in a row we are pleased to report that our gender pay gap is narrowing. Whilst there is still some way to go, the gap between relevant male and female hourly pay is heading in the right direction, representing a 1% reduction when compared to last year.

Last year's results provided us with an opportunity to address and rectify some immediate issues during the 2017/18 annual pay review process. We also have wider plans to review and improve our recruitment tools and processes, training our managers to be aware of unconscious bias during the recruitment process, and when reviewing current talent during the succession planning and career development process. In addition, the company will also review all jobs to ensure they are fit for purpose, non-discriminatory, and that the job content and titles reflect the role grade.

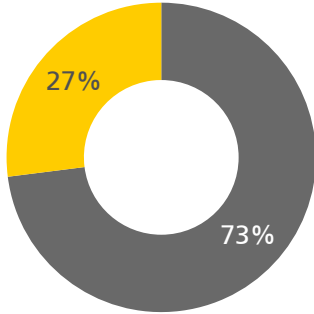
The difference between our median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees is 10%. The company has had a downward shift in the number of total number male employees versus an increase in female employees since our last report, which is the likely cause for this change. The median hourly rate has also reduced for both genders, sitting at £15.43 per hour paid to males versus £13.81 per hour to females. This represents a £1.62 difference in favour of male median pay.

GENDER PAY AND BONUS GAP

Difference between males and females	Mean average	Median middle
Gender pay gap	16%	10%
Gender bonus gap	33%	32%

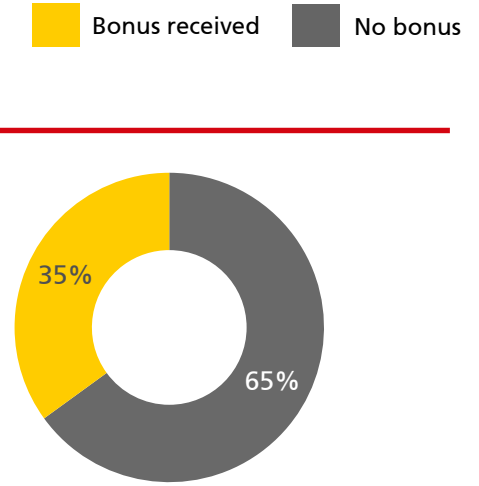
PROPORTION OF EMPLOYEES RECEIVING A 2018 BONUS

FEMALE



The number of female relevant employees who we paid a bonus to, versus the total number of female employees, is 27%. The number of male relevant employees who we paid a bonus to, versus the total number of female employees, is 35%. From a monetary perspective, the difference between the **mean** bonus that we paid to male relevant employees and that we paid to female relevant employees is 33%, or £8,999.57 versus £6,028.27.

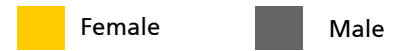
MALE



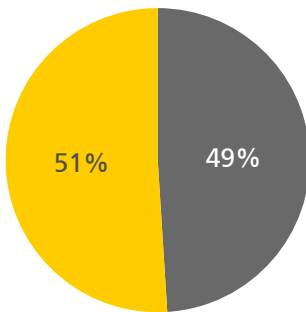
The difference between the **median** bonus that we paid to male relevant employees and that paid to female relevant employees is 32%, or £3,837.50 versus £6,611.50. When compared to data from 2017, the gap shows an increase, however, this is due to the availability of bonus data and compliance with gender pay gap reporting deadlines in 2017. All data was available for inclusion for this year's report and will be available for future years' reporting.

PAY QUANTILES – MEDIAN

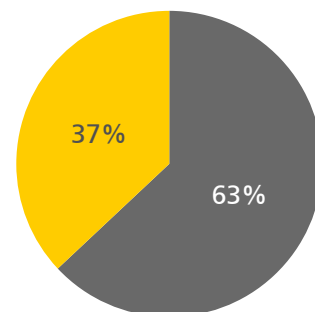
The charts below show the proportion of males and females in each pay quartile. The lowest quartile contains a near even split between the genders, however, when compared to the other quartiles, male relevant employees are greater, as demonstrated below.



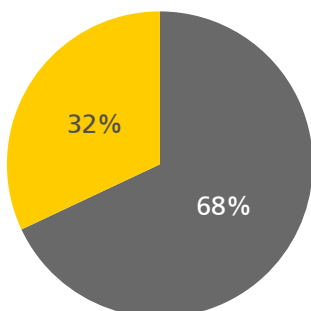
LOWER QUARTILE



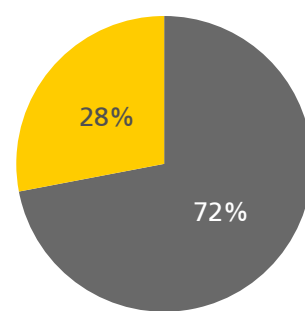
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



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