



DHL GLOBAL FORWARDING UK 2020 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 appreciate that analysing this detail and reporting our findings is 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 943 full-pay relevant employees who work for DHL Global Forwarding across the UK based on data as at 5 April 2020.

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 16.63% - £22.13 per hour for males versus £18.45 per hour for females. This represents a £3.68 difference in the hourly rate between the genders in favour of males. Our findings are based on 616 (65%) male relevant employees versus 327 (35%) female relevant employees.

We are pleased to confirm that our gender pay gap has remained relatively stable since our last report submitted for 2018, however, we continue to take an opportunity to address and rectify issues during the annual pay review process.

By using a role classification system designed to objectively determine relative ranking/ sizing of positions to ensure jobs are grouped according to their impact within the organisation and business results, means jobs are fit for purpose, non-discriminatory, and that the job content and title reflect the role grade. This allows us to emphasise that all compensation packages are aligned according to the role grade and neither linked to the person nor to their performance but merely based on assessment of the position.

The difference between our median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees is 7.91% which has reduced from 10%. The company has had a downward shift in the total number of male and female employees since our last report, which is due to a number of employees being furloughed in the snapshot period. The median hourly rate has also increased for both genders, sitting at £15.80 per hour paid to males versus £14.55 per hour to females. This represents a £1.25 difference in favour of male median pay.

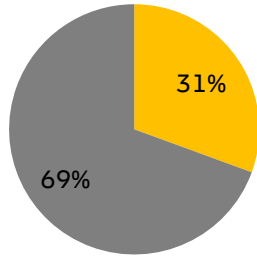
GENDER PAY AND BONUS GAP

Difference between males and females	Mean average	Median middle
Gender pay gap	16.63%	7.91%
Gender bonus gap	45%	23%

PROPORTION OF EMPLOYEES RECEIVING A 2019 BONUS

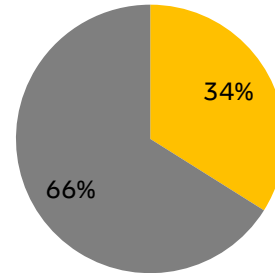
■ Bonus received ■ No bonus

FEMALE



The number of female relevant employees who we paid a bonus to, versus the total number of female employees, is 31%. The number of male relevant employees who we paid a bonus to, versus the total number of male employees, is 34%. 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 45%, or £11,127.35 versus £6,144.55.

MALE



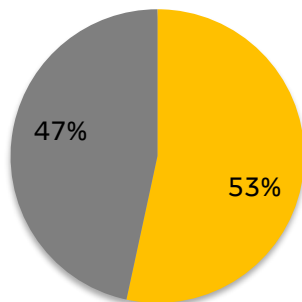
The difference between the **median** bonus that we paid to male relevant employees and that paid to female relevant employees is 23%, or £5,220 versus £3,999.08. When compared to data from 2018, the median gap shows a decrease, this is due to the availability of bonus data which was not available for previous reports.

PAY QUANTILES – MEDIAN

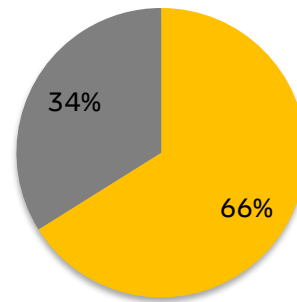
The charts below show the proportion of males and females in each pay quartile. The lowest quartile contains a near even split between the genders, however, when compared to the other quartiles, male relevant employees are greater, as demonstrated below.

■ Female ■ Male

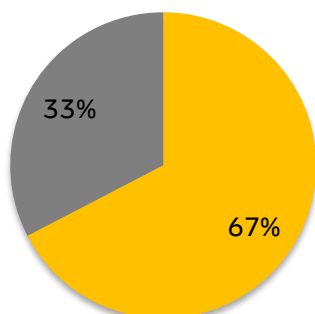
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

