



# DHL EXPRESS UK **GENDER PAY GAP REPORT 2019**

The DHL Express business in the UK consists of three legal entities:  
DHL International (UK) Ltd; DHL Aviation (UK) Ltd; DHL Air (UK) Ltd.

Respect and Results is the guiding principle at the core of DHL's corporate values.  
As part of the respect culture, equality and diversity make us the strong  
international business that we are.

DHL is proud to offer excellent opportunities to all our staff and we're pleased to  
see that overall this report demonstrates true gender equality in our organisation.  
We promote all forms of equality and diversity across our global business.

# DHL INTERNATIONAL (UK) LTD GENDER PAY GAP REPORT 2019

**GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:**

**MEAN** -3.3%  
GENDER PAY GAP

As an organisation we are again pleased to see a result close to zero, with a mean gender pay gap of **-3.3%** when compared with the wider transport and storage industry, which has a mean average of **8.7%** (XpertHR). This result is also positive when compared with the overall UK business average of **13.1%** (XpertHR).

**MEDIAN** -10.4%  
GENDER PAY GAP

The median pay gap of **-10.4%** is favourable towards women, compared with the industry median average of **6.6%** (XpertHR) which is more favourable to men. Our analysis shows that our median result is due to the distribution of men and women in our overall workforce and the types of roles typically taken. Out of all women at DHL a higher percentage are placed in the higher quartiles. The workforce is generally split **70:30** men to women.

The transport and storage industry typically has more men in manual operational roles, with women more likely to undertake business support roles such as customer service or sales, where the pay is usually slightly higher. DHL is focused on creating an environment where everyone can thrive and encourages both men and women into all roles. Everyone has the opportunity for promotion and development, created through a learning culture with a catalogue of on-the-job, supervisory and leadership programmes available.

## BONUS PAY

- The mean gender bonus gap is **-2.6%**
- The median gender bonus gap is **8.5%**
- The proportion of male employees receiving a bonus is **85.6%**
- The proportion of female employees receiving a bonus is **87.2%**



The mean gender bonus gap of **-2.6%** compares to an industry average of **23.3%** (Xpert HR). This result places us in a significantly better position than the industry and national average of **35.1%** (XpertHR). Bonuses are performance related and offered to all employees, dependant on start date.

## Employees by Quartile Pay Bands

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	75.9%	24.1%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	86.2%	13.8%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	65.8%	34.2%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	71.7%	28.3%

# DHL AVIATION (UK) LTD

## GENDER PAY GAP REPORT 2019

**GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:**

**MEAN** 6.0%  
GENDER PAY GAP

We are pleased to report that this result is significantly lower than other organisations in the same sector and industry, and is representative of both our expectations and the core values of our business.

**MEDIAN** 2.6%  
GENDER PAY GAP

We're extremely pleased with this result, which is representative of the diversity and equal opportunity offered to everyone by DHL Aviation (UK) Ltd.

### BONUS PAY

- The mean gender bonus gap is **-2.7%**
- The median gender bonus gap is **2.8%**
- The proportion of male employees receiving a bonus is **86%**
- The proportion of female employees receiving a bonus is **86.4%**



The low discrepancy between the proportion of males and females receiving a bonus is an excellent result for the company, and reflects the number of high-performing and successful women in higher levels of business management. Bonuses are performance-related and offered to all employees, dependant on start date.

### Employees by Quartile Pay Bands

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	71.6%	28.4%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	81.2%	18.8%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	79.5%	20.5%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	83.8%	16.2%

# DHL AIR (UK) LTD

## GENDER PAY GAP REPORT 2019

DHL Air Ltd is the largest all-cargo air carrier in the UK, operating a fleet of Boeing 757-200 and 767-300 aircraft on worldwide operations. It also supports operations of customers operating Airbus A300-600 and Boeing 777 aircraft. Our headquarters is located at East Midlands Airport in the UK.

DHL Air Ltd employs 440 personnel (as of 5 April 2019), of which **88.9%** are male and **11.1%** are female. The percentage of females employed by DHL Air has increased by **1.1%** in the past year. This workforce is split into two areas: Aircrew (**66.1%**) and Ground Staff (**33.9%**).

### Employees by Quartile Pay Bands

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them <b>at or below the lower quartile</b>	67.3%	32.7%
B	Includes all employees whose standard hourly rate places them above the lower quartile but <b>at or below the median</b>	92.2%	7.8%
C	Includes all employees whose standard hourly rate places them <b>above the median but at or below the upper quartile</b>	98%	2%
D	Includes all employees whose standard hourly rate places them <b>above the upper quartile</b>	98%	2%

### GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

DHL Air Ltd, will continue its commitment to reduce the gender pay gap. Beneficial steps have already been taken in terms of targeting our recruitment campaigns to appeal to females in historically male-dominated fields. This effort will continue in the coming year and we hope to see a further increase in female recruitment during this time. Additionally, the continuation of training for our current female First Officers will further bridge the gap through promotion to Captain.

**MEAN** 46.5%  
GENDER PAY GAP

**MEDIAN** 56.4%  
GENDER PAY GAP

The Gender Pay Gap at DHL Air Ltd is less favourable overall than last year.

This can largely be explained by a predominantly-male pilot workforce. As shown below, **98%** of the upper and upper middle quartiles of DHL Air employees are male. The majority of these employees are Captains and First Officers; positions that often command larger salaries. The majority of DHL Air's female employees feature in the lower middle and lower quartile pay bands and represent positions including Administration, HR and Crewing. These positions are benchmarked and paid in line with the national averages. However, they are typically lower-paid.

Last year, an extensive recruitment campaign was launched to source pilots. During this time we're pleased to announce our female pilot recruitment increased by **500%**; an excellent step to reducing our gender pay gap. However, males still greatly outnumber females in this employment group. The ratio difference of male to female Aircrew employees will likely take a

number of years to bridge. This can be attributed to a historically male-dominated Aircrew talent pool and the promotional structure between Cadet, First Officer and Captain. A consistent and fair pay scale is applied for all our pilots as agreed with the British Airline Pilots Association (BALPA) which increases with length of service and rank. However, it can take a number of years for newly-recruited Cadets and First Officers to gain the experience for promotion to Captain.

The skills gap is similar amongst Ground Staff. DHL Air Ltd employs a large number of male Engineers, which again are some of our higher paid positions in this group. According to the Women's Engineering Society (2018), only **12.37%** of the UK's Engineers are female and so this is another area in which it is likely to take time to overcome the gender pay gap. An advertising campaign for our Aircraft Engineering Apprenticeships run in conjunction with the Women's Engineering Society was well-received, and helped us garner interest from prospective female employees.

## BONUS PAY

- The mean gender bonus gap is **44.2%**
- The median gender bonus gap is **54%**
- The proportion of male employees receiving a bonus is **96.1%**
- The proportion of female employees receiving a bonus is **93.9%**



Although the mean gender bonus gap is still high at **44.2%**, we are pleased to see a reduction of **7.8%** from last year. The number of employees receiving a bonus payment has increased from last year with **96.1%** of males receiving a bonus and **93.9%** of females; an increase of **+3.9%** for males and **+0.9%** for females on 2018.

The percentage difference between genders receiving bonuses is mainly due to DHL Air Ltd employing a higher proportion of males than females.

**The statement for each DHL Express UK division was approved by the relevant CEO/Managing Director.**

Handwritten signature of Ian Wilson in black ink.

**Ian Wilson, CEO**  
DHL International (UK) Ltd

Handwritten signature of Peter Bardens in black ink.

**Peter Bardens, Managing Director**  
DHL Aviation (UK) Ltd

Handwritten signature of Tom Mackle in black ink.

**Tom Mackle, Managing Director**  
DHL Air (UK) Ltd

