




DHL EXPRESS UK **GENDER PAY GAP REPORT 2020**



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 2020

All data and information to compile the 2020 report has been prepared using the standard methodology set out in the Equality Action 2010 (Gender Pay Gap Information) regulations 2017.

The information is based on a snapshot date of 5 April 2020.

The figures shown in this report are relatively unchanged from 2019 with a negative mean and median pay gap being reported again in 2020. This indicates that the average pay for a women is higher than the average for men across DHL International (UK) Ltd.

This can be explained because of DHL International (UK) Ltd. overall workforce distribution and the types of roles typically taken. DHL International (UK) Ltd. has many more men than women in frontline operational roles with women more likely to undertake business support roles such as customer service, finance and sales where the pay and bonus is usually higher.

DHL is focused on creating an environment where everyone can thrive and encourages progression for both men and women into all roles.

GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN -5.3%
GENDER PAY GAP

DHL International (UK) Ltd. mean pay gap is **-5.3%** compared with the transport and storage industry, mean average of **8.0%** (XpertHR) and overall UK business average of **13.7%** (XpertHR).

MEDIAN -10.1%
GENDER PAY GAP

DHL International (UK) Ltd. median pay gap is **-10.1%** compared with the industry median average of **4.6%** (XpertHR) and overall UK business average of **10.8%** (XpertHR).

Employees by Quartile Pay Bands

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	77.5%	22.5%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	85.0%	15.0%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	66.1%	33.9%
D	Includes all employees whose standard hourly rate places them above the upper quartile	71.5%	28.5%

BONUS PAY

DHL International (UK) Ltd. mean bonus pay gap is **-17.0%** compared with the industry mean average of **23.7%** (Xpert HR). The median bonus pay gap is **0.4%**.

The proportion of men receiving a bonus is **91.6%** compared with **92.2%** of women.



DHL AVIATION (UK) LTD

GENDER PAY GAP REPORT 2020

GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 5.6%
GENDER PAY GAP

This result is significantly below the figures for organisations in the same sector and the same industry and is representative of our expectations and the core values of our business.

MEDIAN 3.8%
GENDER PAY GAP

It is significantly below the figure for organisations in the same sector and significantly below the figure for organisations in the same industry.

BONUS PAY

- The mean gender bonus gap is **-2.0%**
- The median gender bonus gap is **-3.3%**
- The proportion of male employees receiving a bonus is **94.7%**
- The proportion of female employees receiving a bonus is **95.7%**



The mean gender bonus gap is in contrast to the industry average and appears more favourable to women. It is a fairly low discrepancy which can be attributed to a number of high performing and successful women in the higher levels of business management. It is an excellent result for the company.

The median bonus gap is still extremely low and is representative of a fair and equitable payment of bonuses to both male and female employees.

The proportion receiving a bonus is chance, as a company-wide bonus scheme is offered to all employees, with eligibility to receive a bonus based on their start date. Gender does not impact any employees from receiving a bonus in any way.

Employees by Quartile Pay Bands

Band	Description	Males	Females
A	Includes all employees whose standard hourly rate places them at or below the lower quartile	73.5%	26.5%
B	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	78.9%	21.1%
C	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	76.3%	23.7%
D	Includes all employees whose standard hourly rate places them above the upper quartile	85.3%	14.7%

DHL AIR (UK) LTD

GENDER PAY GAP REPORT 2020

DHL Air Ltd is the largest all-cargo air carrier in the UK operating a fleet of B757-200 and B767-300 aircraft on worldwide operations. It also supports operations of customers operating Airbus A300-600 and Boeing B777 aircraft. We are part of the DHL Express team with our headquarters at East Midlands Airport in the UK.

On the snapshot date (5th April 2020) DHL Air Ltd had an employee headcount of 486, of which **87.4%** were male and **12.6%** were female. The percentage of females employed by DHL Air Ltd has increased by **1.5%** from April 2019.

DHL Air Ltd.'s workforce is split into two areas; Aircrew and Ground staff. Aircrew comprises of Cadets, First Officers and Captains. Ground staff comprises of Management, HR, Safety, Quality, Administration, Engineering, Logistics and Operations. Of the 486 employees, employed on the snapshot date, **65.2%** were Aircrew and **34.8%** were Ground staff.

GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 45.77%
GENDER PAY GAP

MEDIAN 55.16%
GENDER PAY GAP



Table 1 below shows the mean and median hourly pay rates for full pay relevant male and female DHL Air employees

Table 1: Hourly Rate	Male (£)	Female (£)	Difference (%)
Mean	£40.76	£22.11	45.77%
Median	£37.26	£16.71	55.16%

Table 2 illustrates the mean and median bonus pay amounts received by full pay relevant male and female DHL Air employees.

Table 2: Bonus Pay	Male (£)	Female (£)	Difference (%)
Mean	£3,851.01	42.14%	45.77%
Median	£3,136.54	55.75%	55.16%

Table 3 details the proportion of relevant male and female DHL Air employees who received a bonus payment

Table 3: Bonus Proportion	No. of employees	No. of employees receiving bonus	Bonus received (%)
Mean	425	416	98.11%
Median	61	59	96.72%

Table 4 shows the proportion of male female full pay relevant DHL Air employees in each pay band quartile.

Employees by quartile pay bands					
Quartile	Total Number of Employees	Number of Males	Number of Females	Proportion of males in quartile %	Proportion of females in quartile %
Upper	120	118	2	98.33%	1.67%
Upper Middle	119	115	4	96.64%	3.36%
Lower Middle	119	107	12	89.92%	10.08%
Lower	119	79	40	66.39%	33.61%

The Gender Pay Gap at DHL Air Ltd is less favourable overall than shown in the previous year's report. This can largely be explained by our predominantly male pilot workforce.

As shown in table 1, the mean gender pay gap between male and female hourly rates is **45.77%**. The average female hourly rate of pay is £22.11 compared with £40.76 for males. Furthermore, as shown in table 4, **98.33%** of the upper quartile and **96.64%** of the upper middle quartile are made up of male employees. The majority of these employees are Captains and First Officers as these are highly skilled positions that command larger salaries. The majority of DHL Air's female employees feature in the lower middle and lower quartile pay bands and represent the workforce in positions including Administration, HR and Crewing. These positions are benchmarked and paid in line with the national averages however they are typically lower paid positions.

However, currently male pilots still greatly outweigh our females in this employment group and the ratio difference of male to female Aircrew employees, which is the predominant employee group at DHL Air Ltd, will likely take a number of years to bridge. This can be attributed to a historically, male dominated employee group 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 become experienced enough to be promoted to Captain. Therefore, it is likely to take a number of years to reduce the gender pay gap in this group.

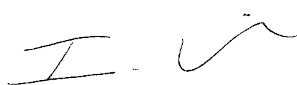
The skills gap is similar within our Ground Staff employee group. DHL Air Ltd employees a large number of male Engineers, which again are some of our higher, paid positions in this group. According to the Women's Engineering Society (2018), only **12.37%** of the UK's Engineers are female.

The number of employees receiving a bonus payment (as illustrated in table 3) has increased from last year with **98.11%** of males receiving bonus and **96.72%** of females. Last year these figures were **96.13%** for males and **93.88%** for females. DHL Air Ltd employees a higher proportion of males than females, which explains the percentage difference between the genders receiving bonuses. As shown in table 2, the mean bonus amount for males was £3,851.01 and £2,228.04 for females, this equates to a gender pay gap of **42.14%**, a reduction of **2.08%** from last year.

Due to the circumstances this year and the economic downturn of COVID-19 we haven't been able to recruit the way in which we would have liked. This has in turn not given us the opportunity to further close the gap between male and females in the organisation. Hopefully in the next year as circumstances continue to get back to normal we can get back to proactively recruiting.

In 2021, 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 our current 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.

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



Ian Wilson, CEO
DHL International (UK) Ltd



Peter Bardens, Managing Director
DHL Aviation (UK) Ltd



Tom Mackle, Managing Director
DHL Air (UK) Ltd