



DHL EXPRESS UK **GENDER PAY GAP REPORT 2021**

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 2021

All data and information to compile the 2021 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 2021.

The figures shown in this report are relatively unchanged from 2020 with a negative mean and median pay gap being reported again in 2021. This indicates that the average pay and bonus 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 -3.7%
GENDER PAY GAP

DHL International (UK) Ltd. mean pay gap is **-3.7%** compared with the transport and storage industry, mean average of **7.2%** (XpertHR) and overall UK business average of **13.3%** (XpertHR).

MEDIAN -5.9%
GENDER PAY GAP

DHL International (UK) Ltd. median pay gap is **-5.9%** compared with the industry median average of **6.0%** (XpertHR) and overall UK business average of **10.4%** (XpertHR).

Pay Quartiles by Gender

The data shows the gender split of our workforce in each pay quartile.

Pay Quartile	Males	Females
Lower	70.9%	29.1%
Lower Midle	84.2%	15.8%
Upper Middle	70.2%	29.8%
Upper	71.4%	28.6%

BONUS PAY GAP

DHL International (UK) Ltd. mean bonus pay gap is **-16.9%** compared with the industry mean average of **20.5%** (Xpert HR). The median bonus pay gap is **12.7%**.

The proportion of men receiving a bonus is **90.6%** compared with **94.7%** of women.



DHL AVIATION (UK) LTD

GENDER PAY GAP REPORT 2021

GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 3.4%
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 0.0%
GENDER PAY GAP

The percentage of women at H&G UK has grown again this year, and is now up to 25% of our workforce. If you look at our median gender pay gap this year, it's 0%. That's a great achievement and means women are being paid fairly for the work they do.

Over the last two years, we've put concrete actions in place to achieve this, including carrying out salary review exercises to make sure we're paying a fair salary for each and every role.

BONUS PAY

- The mean gender bonus gap is **2.2%**
- The median gender bonus gap is **0.0%**
- The proportion of male employees receiving a bonus is **94.5%**
- The proportion of female employees receiving a bonus is **93.87%**



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
D	Includes all employees whose standard hourly rate places them in the upper quartile	81.9%	18.1%
C	Includes all employees whose standard hourly rate places them in the upper middle quartile	74.5%	25.5%
B	Includes all employees whose standard hourly rate places them in the lower middle quartile	83.5%	16.5%
A	Includes all employees whose standard hourly rate places them in the lower quartile	70.3%	29.7%
All Bands	All employees	77.5%	22.5%

DHL AIR (UK) LTD

GENDER PAY GAP REPORT 2021

DHL Air Ltd is the largest all-cargo air carrier in the UK operating a fleet of B757-200 and B767-300 and B777-200 aircraft on worldwide operations. It also supports operations of customers operating Airbus A300-600 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 2021) DHL Air Ltd had an employee headcount of 512, of which **87.7%** were male and **12.3%** were female. The percentage of females employed by DHL Air Ltd has increased by **2.3%** from April 2018.

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 512 employees, employed on the snapshot date, **61.5%** were Aircrew and **38.5%** were Ground staff.

THE FIGURES

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	£40.86	£23.38	42.78%
Median	£38.31	£17.11	55.33%

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	£4,462.37	£2,829.50	36.59%
Median	£3,521	£1,799	48.91%

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 (%)
Male	449	439	97.68%
Female	63	62	98.41%

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

Pay Band Quartile	Male	Female	Total	Male %	Female %
Upper	128	124	4	96.88%	3.13%
Upper Middle	128	122	6	95.28%	4.72%
Lower Middle	128	114	14	88.7%	11.3%
Lower	128	87	41	67.74%	32.26%

GENDER PAY GAP STATEMENT

The Gender Pay Gap at DHL Air Ltd has improved overall when compared to last year's report.

As shown in table 1, the mean gender pay gap between male and female hourly rates is **42.78%**, which has improved by just under **3%** on the previous year. The average female hourly rate of pay is £23.38 compared with £40.86 for males.

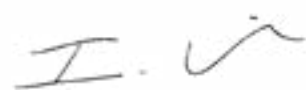
As can be seen in table 4, **3.13%** of the upper quartile is made up of female employees, which is an improvement from 2020, when this figure was **1.67%**. However, the upper and upper middle quartiles are largely made up of male employees, the majority of whom are Captains and First Officers. These 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.

Our largest employment group at DHL Air Ltd is Aircrew. Male pilots still greatly outweigh our females in this group and the ratio of male to female employees will likely take a number of years to bridge. This can be attributed to the fact that this group was historically male dominated and there is a clear 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. At the end of 2021, a large recruitment drive began for Aircrew employees and this included direct entry Captain positions. We hope to employ more female direct entry Captains, which will further reduce our gender pay gap.

In 2021, **98.41%** of females and **97.68%** of males received a bonus payment (as illustrated in table 3). This is a marked improvement from last year when **96.72%** of females received one. As shown in table 2, the mean bonus amount was £3,851.01 for males and £2,228.04 for females, this equates to a gender pay gap of **36.59%**, a reduction of **5.55%** from last year. This is a positive step towards closing our gender pay gap.

In 2022, 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, especially in our higher paid roles.

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



Ian Wilson, CEO
DHL International (UK) Ltd



Mark Evans, Managing Director
DHL Aviation (UK) Ltd



Tom Mackle, Managing Director
DHL Air (UK) Ltd