



DHL EXPRESS UK **GENDER PAY GAP REPORT 2023**

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 2023

All data and information to compile the 2023 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 2023.

The median pay gap shown in this report is relatively unchanged from 2022 with negative median pay gap being reported in 2023. The mean pay gap being reported as almost nil in 2023. The average pay for women is 0.01 more than the average for men across DHL International (UK) Ltd. The average bonus pay for men is slightly higher than the average bonus pay for women. 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 -0.05%
GENDER PAY GAP

DHL International (UK) Ltd. mean pay gap is **-0.05%**

MEDIAN -1.29%
GENDER PAY GAP

DHL International (UK) Ltd. median pay gap is **-1.29%**

Pay Quartiles by Gender

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

Pay Quartile	Males	Females
Lower	73.75%	26.25%
Lower Middle	78.1%	21.9%
Upper Middle	72%	28.0%
Upper	75.5%	24.5%

BONUS PAY GAP

DHL International (UK) Ltd. mean bonus pay gap is **19.7%**

The median bonus pay gap is **-3.29%**.

The proportion of men receiving a bonus is **89.7%** compared with **72.1%** of women.



DHL AVIATION (UK) LTD

GENDER PAY GAP REPORT 2023

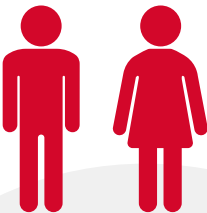
GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 0.42% more
HOURLY RATE

This result is better than 2022 and it is representative of our expectations and core values of our business.

MEDIAN 2.63% more
HOURLY RATE

- The women’s mean bonus pay is **3.39%** more
- The women’s median bonus pay is **2.78%** more
- The proportion of women receiving a bonus is **96.56%**
- The proportion of men receiving a bonus is **94.83%**



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.

Pay Quartiles by Gender

Pay Quartile	Males	Females
Upper quartile	76.81%	23.19%
Upper middle quartile	65.22%	34.78%
Lower middle quartile	77.78%	22.22%
Lower quartile	72.67%	27.33%

DHL AIR (UK) LTD

GENDER PAY GAP REPORT 2023

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.

The information is based on a snapshot date of 5 April 2023.

DHL Air Ltd.'s workforce is split into two areas: Aircrew and Ground Staff. Aircrew comprises of Cadets, First and Second Officers and Captains. Ground staff comprises of Management, HR, Safety, Quality, Administration, Engineering, Logistics and Operations.

On the snapshot date DHL Air Ltd had an employee headcount of 595, of which 88.6% were male and 11.4% were female. Of the 595 employees, employed on the snapshot date, 61% were Aircrew and 39% 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	£46.84	£27.01	42.34%
Median	£41.23	£20.27	50.84%

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	£2,109.48	£1,587.90	24.73%
Median	£1,273.50	£1,216	4.52%

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	527	488	92.60%
Female	68	61	89.71%

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 in quartile	Number of males in quartile	Number of females in quartile	Proportion of males in quartile %	Proportion of females in quartile %
Upper	145	141	4	97.24%	2.76%
Upper Middle	146	139	7	95.21%	4.79%
Lower Middle	146	138	8	94.63%	5.37%
Lower	146	100	46	67.83%	32.17%



GENDER PAY GAP STATEMENT

The Gender Pay Gap at DHL Air Ltd has decreased in terms of the mean hourly pay rate compared to last year's report.

As shown in table 1, the mean gender pay gap between male and female hourly rates is **42.34%**, which has decreased by just over **3%** on the previous year. The average female hourly rate of pay is £27.01 compared with £46.84 for males. The median gender pay gap between male and female hourly rates has increased slightly by just under **2%**.

As can be seen in table 4, **2.76%** of the upper quartile is made up of female employees, which is around the same figure for 2022 when this figure was **2.91%**. The figures for the upper middle and lower middle quartiles for females have also remained fairly stable. The proportion of females in the lower quartile has dropped by just over **4%**. The largest change for men since 2022 is also in the lower quartile as the proportion has increased from **63.46%** in 2022 to **67.83%**.

The upper, upper middle and lower middle quartiles are still largely made up of male employees. The majority of employees in the upper and upper middle are Captains and First Officers. The majority in the lower middle are more newly recruited first officers and Engineers. These are all highly skilled positions that command larger salaries.

The majority of DHL Air's female employees feature in the lower quartile pay band and represent the workforce in positions including Administration, HR and Operations. These positions are benchmarked and paid in line with the national averages however they are typically lower paid positions.

Within our aircrew employment group, male pilots still greatly outweigh our female pilots and the ratio of male to female employees will likely take several years to bridge. This can be attributed to the fact that this group was, and still is, male dominated and there is a clear promotional structure between Cadet, Second Officer, 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 and Second Officers to become experienced enough to be promoted to Captain. At the end of 2021, a large recruitment drive began for aircrew employees and has continued throughout 2022 and 2023. This recruitment drive includes recruitment to a new role of Second Officer. This is a more junior aircrew role with employees being trained during their career with DHL Air. This recruitment has seen an increase in the number of female pilots applying and being recruited and this trend continued through 2023/2024.

Within our engineering employment group male employees still greatly outweigh our female employees and again this can be attributed to the fact that this group was, and still is, male dominated. We have, however, seen an increase in our female engineering workforce in technical services and Avionics in 2023/2024.

In 2023 the majority of the workforce received a bonus payment. As illustrated in table 3, **92.60%** of males and **89.71%** of female employees received a bonus.

As shown in table 2, the mean bonus amount was £2,109.48 for males and £1,587.90 for females, this equates to a gender pay gap of **24.73%**. This is a huge improvement on the 2022 figure (**45.43%**) however some context is required in order to understand the figures. Our employees are given the option of sacrificing their bonus into their pension scheme as part of a salary sacrifice scheme. In general, the high earners are often the ones to take up this option. In April 2023, 165 employees sacrificed their whole bonus into their pension scheme. 158 of these employees were men which substantially skews the mean bonus figures as these bonus amounts are not included in the calculation as per the government guidelines.

In 2024, DHL Air Ltd, will continue its commitment to reduce the gender pay gap. We believe that career aspirations begin at an early age and yet are still restricted by gender stereotyping, with certain roles being associated with a particular gender. We have therefore started to engage with schools so that children are aware of a wide range of roles and know that roles within engineering and aviation are accessible and open to everyone. We are also trying to target 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

