

2025 GENDER PAY GAP REPORT

DHL eCommerce UK





As a business we will continue to focus bridging the gender pay gap within our business. The majority of our workforce are male, with the mean hourly rate favouring women and within the female population we saw a higher proportion of bonus payments. Our main focus is to look further into areas we can address the gap on base pay levels, through pay analysis and creating the right environment to attract, develop and retain more females.

Paula Gardiner

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Director of Organisation Development

PROPORTION OF MEN & WOMEN IN EACH QUARTILE BAND

The below table displays each quartile and the proportion of men and women in each.

	Men	Women
Upper quartile	80.8% 	19.2% 
Upper middle quartile	83.1% 	16.9% 
Lower middle quartile	78.7% 	21.3% 
Lower quartile	77.7% 	22.3% 

HOURLY & BONUS PAY

The below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as of the snapshot date of 5 April 2025. The right-hand side graphic shows bonus pay paid in the year to April 2025.

Gender pay hourly rate for women

8.9% Higher	↑	mean
2.1% Lower	↓	median

Women's 12-month bonus

22.5% Higher	↑	mean
48.0% Higher	↑	median

Proportion of women who received a bonus payment



13.4%

Proportion of men who received a bonus payment



10.2%



Understanding the results

This year DHL eCommerce UK continues to work on bridging the gender pay gap within our business. Despite the majority of our workforce being male, the mean hourly rate favours women and we saw a higher proportion of females receive bonus payments.

Our main focus is to look at ways in which we can address the gap through pay analysis and creating the right environment. We want to ensure we continue to attract more women into the business and develop their careers.

Declaration

We confirm that DHL eCommerce UK's gender pay gap calculations are accurate and meet the requirements of the Regulations.

The calculations, data and assertions confirmed in this announcement have been applied correctly under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.