



# 2020 GENDER PAY GAP REPORT

DHL PARCEL UK LIMITED





DHL Parcel UK is part of the Deutsche Post DHL Group. We strongly believe that our greatest asset and strength is our people, and the loyalty and commitment they provide to our business, a business that supports both women and men equally in all elements of the workplace.

Attracting the right talent for our business and of course retaining them is of utmost importance in a very competitive industry, and we continue to grow our female employees and to promote this initiative as our business grows. Our Women in Management programme as part of our Diversity and Inclusion Strategy demonstrates our commitment to this.

A handwritten signature in black ink, appearing to read 'Sarah Maddox'.

**Sarah Maddox**  
Vice President - HR

# 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 5th April 2020. The right handside graphic shows bonus pay paid in the year to April 2020.

## Gender pay hourly rate for women

1.1% HIGHER	↑	mean
0.7% LOWER	↓	median

## Women's bonus pay - snapshot

15% LOWER	↓	mean
16.2% LOWER	↓	median

## Women's 12 month bonus

26.4% HIGHER	↑	mean
12.3% HIGHER	↑	median

Proportion of women who received a bonus payment



**10%**









Proportion of men who received a bonus payment



**7.1%**

# 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	76.9% 	23.1% 
Upper middle quartile	75.4% 	24.6% 
Lower middle quartile	75.4% 	24.6% 
Lower quartile	76.8% 	23.2% 



## Understanding the results

This year the analysis of our gender gap figures tell a similar story to 2019, even though we had to contend with COVID and Furlough. Men and women are on a pay-parity within our business despite the majority of our workforce being male.

Our focus continues to be looking at ways in which we can drive further women into our business and encourage supporting women and men equally in their roles.



### **Declaration**

We confirm that DHL Parcel 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.

A handwritten signature in black ink, appearing to read 'Peter Fuller', written in a cursive style.

**Peter Fuller**  
CEO, DHL Parcel UK