



2021 GENDER PAY GAP REPORT

DHL PARCEL UK LIMITED





DHL Parcel UK is part of the Deutsche Post DHL Group and our people are at the centre of everything we do; they are the heartbeat of our organisation. We are therefore committed to attracting, developing and retaining our talent, with a heightened focus on how we can bring more women into the organisation and support them in their career development.

As an employer, we pride ourselves on being inclusive and diverse and we are committed to supporting both women and men equally in all elements of their employment.

Paula Gardiner

Paula Gardiner
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 5 April 2021. The right-hand side graphic shows bonus pay paid in the year to April 2021.

Gender pay hourly rate for women

9.1% HIGHER	↑	mean
2.7% LOWER	↓	median

Women's bonus pay - snapshot

13.6% HIGHER	↑	mean
13.8% HIGHER	↑	median

Women's 12 month bonus

29.8% HIGHER	↑	mean
0.0% LEVEL	↔	median

Proportion of women who received a bonus payment



13.5%









Proportion of men who received a bonus payment



8%

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	79.9%		20.1% 
Upper middle quartile	77.6%		22.4% 
Lower middle quartile	71%		29% 
Lower quartile	81.6%		18.4% 



Understanding the results

This year the analysis tells us that, apart from the median hourly rate, DHL Parcel UK gender pay gap favours women within our business. Despite the majority of our workforce being male, our gender pay gap goes against the industry standard.

Our main focus is to look at ways in which we can attract more women into our business. In addition, we are continuing to encourage and support 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

