



2022 GENDER PAY GAP REPORT

DHL ECOMMERCE UK LTD





DHL eCommerce UK is part of the 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

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Vice President - HR

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	80.2% 	19.8% 
Upper middle quartile	79.4% 	20.6% 
Lower middle quartile	79.6% 	20.4% 
Lower quartile	73.4% 	26.6% 

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

2.1% HIGHER	↑	mean
0.9% LOWER	↓	median

Women's 12 month bonus

45.4% HIGHER	↑	mean
0.0% LEVEL	↔	median

Proportion of women who received a bonus payment



77%

Proportion of men who received a bonus payment



75.1%

Increase in bonus participation due to a discretionary Covid Bonus payment in December 2021



Understanding the results

This year the analysis tells us that, apart from the median hourly rate, DHL eCommerce 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 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.

A handwritten signature in black ink, appearing to read 'P. Fuller', with a stylized, cursive script.

Peter Fuller

CEO, DHL eCommerce UK

