

GENDER PAY GAP REPORT

DHL SERVICES

“As a Times Top 50 Employer we welcome the government’s gender pay reporting legislation. At DHL Supply Chain, UK & Ireland and Tradeteam we believe in creating a diverse and gender balanced workforce which reflects the customers and communities we serve and ensures our people can be their best selves at work.

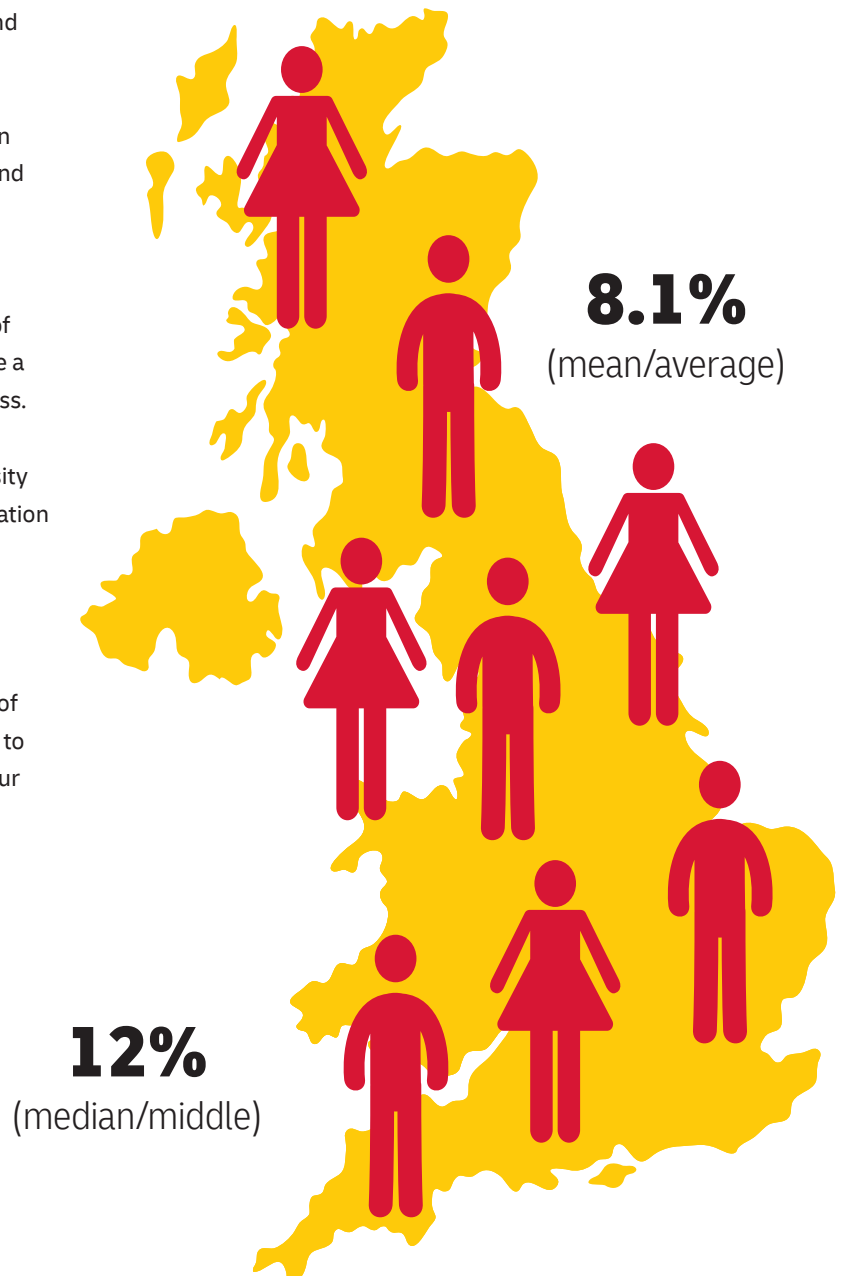
Across our supply chain operations in the UK & Ireland we have a gender pay gap of 8.1% (average) and a median (middle) gender pay gap of 12%. This is significantly smaller than the current national median average of 18.4%, however, we are not complacent and will continue to seek every opportunity to further narrow the gap.

One of our key challenges is increasing the number of women at a senior level and indeed ensuring we have a balanced demographic across all areas of our business.

As part of a truly global company we value the diversity of our employees as a genuine strength. Our organisation brings together people from a wide range of cultural backgrounds – all with different skills, experiences and viewpoints.

The diversity of our employees mirrors the diversity of our customers, suppliers and investors. It enables us to deliver innovative products and services that make our customers successful. We believe that everyone can contribute to our joint success. Being all different, together we are successful.”

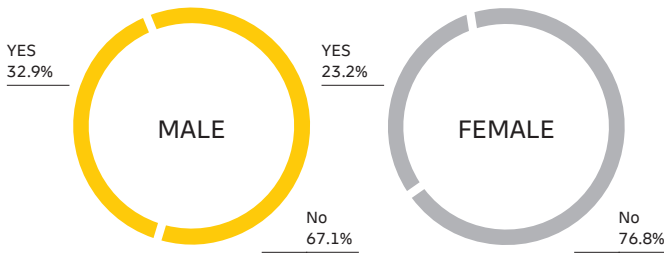
Lindsay Bridges,
SVP Human Resources, UK&I
DHL Supply Chain



DIFFERENCE BETWEEN MEN AND WOMEN

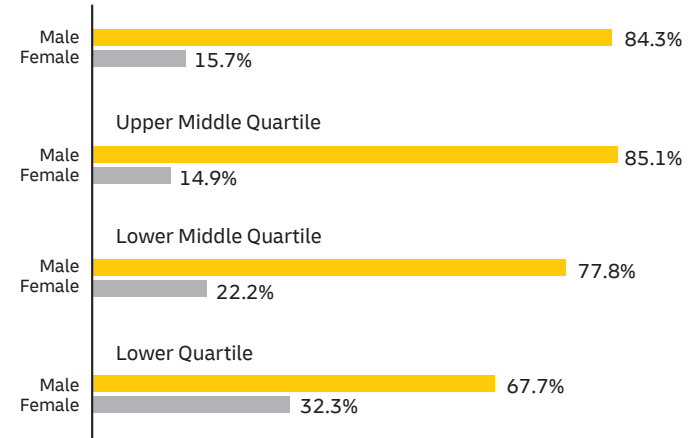
	Mean (Average)	Median (Middle)
Gender Pay Gap	8.1%	12%
Gender Bonus Gap	26.6%	38.6%

% OF EMPLOYEES RECEIVING A BONUS



GENDER REPRESENTATION: PAY BANDS BY QUARTILES

Proportion of Males and Females when placed in four equally sized pay quartiles



WHAT WE HAVE IN PLACE TO ADDRESS THE ISSUE

FF We have a robust pay governance policy to ensure any pay increases are free from gender bias. Through extensive internal and external benchmarking, we have developed a set of pay bands for each grade. The pay governance policy sets rules around starting salaries and ongoing pay increases, all of which require approval by the budget holder and HR. The Centre of Expertise for Compensation & Benefits monitors compliance with the policy. Policy and pay bands are reviewed and adjusted annually in line with the benchmarking.”

“Other elements of reward, such as the management bonus scheme, are open to all employees above a certain grade level. The bonus amount is based on set percentages linked to the grade with targets based on collaborative company KPI’s such as financial performance and performance against strategic objectives.”

