



DHL EXPRESS UK **GENDER PAY GAP REPORT 2022**

The DHL Express business in the UK consists of three legal entities:
DHL International (UK) Ltd; DHL Aviation (UK) Ltd; DHL Air (UK) Ltd.

Respect and Results is the guiding principle at the core of DHL's corporate values.
As part of the respect culture, equality and diversity make us the strong
international business that we are.

DHL is proud to offer excellent opportunities to all our staff and we're pleased to
see that overall this report demonstrates true gender equality in our organisation.
We promote all forms of equality and diversity across our global business.

DHL INTERNATIONAL (UK) LTD GENDER PAY GAP REPORT 2022

All data and information to compile the 2022 report has been prepared using the standard methodology set out in the Equality Action 2010 (Gender Pay Gap Information) regulations 2017.

The information is based on a snapshot date of 5 April 2022.

The median pay gap shown in this report are relatively unchanged from 2021 with negative median pay gap being reported in 2022. Whereas there has been a change in the mean pay gap being reported as positive in 2022. This indicates that the average pay for women is slightly lower than the average for men across DHL International (UK) Ltd. While the average bonus pay illustrates that women's bonus pay is higher.

DHL is focused on creating an environment where everyone can thrive and encourages progression for both men and women into all roles.

GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 0.28%
GENDER PAY GAP

DHL International (UK) Ltd. mean pay gap is **0.28%**

MEDIAN -2.14%
GENDER PAY GAP

DHL International (UK) Ltd. median pay gap is **-2.14%**

Pay Quartiles by Gender

The data shows the gender split of our workforce in each pay quartile.

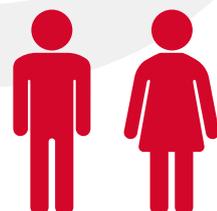
Pay Quartile	Males	Females
Lower	74.2%	25.8%
Lower Midle	77.1%	22.9%
Upper Middle	71.9%	28.1%
Upper	73.9%	26.1%

BONUS PAY GAP

DHL International (UK) Ltd. mean bonus pay gap is **15.23%**

The median bonus pay gap is **8.18%**.

The proportion of men receiving a bonus is **90.59%** compared with **71.32%** of women.



DHL AVIATION (UK) LTD

GENDER PAY GAP REPORT 2022

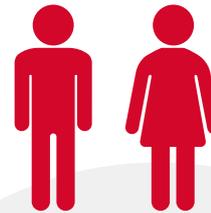
GENDER PAY GAP ANALYSIS HAS DETERMINED THE FOLLOWING RESULTS:

MEAN 1.2% less
HOURLY RATE

This result is better than 2021 and it is representative of our expectations and core values of our business.

MEDIAN 1.48% less
HOURLY RATE

- The women's mean bonus pay is **5.99%** more
- The women's median bonus pay is **1.79%** less
- The proportion of women receiving a bonus is **89.24%**
- The proportion of men receiving a bonus is **92.57%**



A company-wide bonus scheme is offered to all employees, with eligibility to receive a bonus based on their start date. Gender does not impact any employees from receiving a bonus in any way.

Employees by Quartile Pay Bands

Pay Quartile	Males	Females
Upper quartile	78.35%	21.65%
Upper middle quartile	72.05%	27.95%
Lower middle quartile	77.71%	22.29%
Lower quartile	68.71%	31.29%

DHL AIR (UK) LTD

GENDER PAY GAP REPORT 2022

DHL Air Ltd is the largest all-cargo air carrier in the UK operating a fleet of B757-200 and B767-300 and B777-200 aircraft on worldwide operations. It also supports operations of customers operating Airbus A300-600 aircraft. We are part of the DHL Express team with our headquarters at East Midlands Airport in the UK.

On the snapshot date (5th April 2022 DHL Air Ltd had an employee headcount of 422, of which **87.2%** were male and **12.8%** were female.

DHL Air Ltd.'s workforce is split into two areas; Aircrew and Ground staff. Aircrew comprises of Cadets, First Officers and Captains. Ground staff comprises of Management, HR, Safety, Quality, Administration, Engineering, Logistics and Operations. Of the 422 employees, employed on the snapshot date, **50%** were Aircrew and **50%** were Ground staff.

To provide some context to the data it is important to note that on 1 March 2022, due to a change in the business environment, 165 aircrew transferred to DHL Air (Austria). Therefore, the employee headcount in April 2022 was greatly reduced compared to the previous year (512 employees). 151 male employees transferred to the new entity compared with 14 female employees. This equates to a high proportion of our female workforce (almost 20%). In addition, as the 14 female employees were aircrew, they were on relatively high salaries (upper and upper middle quartiles) compared to the majority of our female ground staff employees, thereby greatly impacting our gender pay gap figures for 2022.

THE FIGURES

Table 1 below shows the mean and median hourly pay rates for full pay relevant male and female DHL Air employees

Table 1: Hourly Rate	Male (£)	Female (£)	Difference (%)
Mean	£40.78	£22.19	45.6%
Median	£33.42	£17.08	48.89%

Table 2 illustrates the mean and median bonus pay amounts received by full pay relevant male and female DHL Air employees.

Table 2: Bonus Pay	Male (£)	Female (£)	Difference (%)
Mean	£4,749.57	£2,591.99	45.43%
Median	£3,254.20	£1,652	49.23%

Table 3 details the proportion of relevant male and female DHL Air employees who received a bonus payment

Table 3: Bonus Proportion	No. of employees	No. of employees receiving bonus	Bonus received (%)
Male	368	299	81.25%
Female	54	50	92.59%



Table 4 shows the proportion of male female full pay relevant DHL Air employees in each pay band quartile.

Employees by quartile pay bands					
Quartile	Total Number of Employees in quartile	Number of males in quartile	Number of females in quartile	Proportion of males in quartile %	Proportion of females in quartile %
Upper	103	100	3	97.09%	2.91%
Upper Middle	103	98	5	95.15%	4.85%
Lower Middle	103	98	5	95.15%	4.85%
Lower	104	66	38	63.46%	36.54%

GENDER PAY GAP STATEMENT

The Gender Pay Gap at DHL Air Ltd has increased in terms of the mean hourly and bonus pay rate when compared to last year's report but has improved in terms of the median hourly pay.

As shown in table 1, the mean gender pay gap between male and female hourly rates is **45.6%**, which has increased by just under **3%** on the previous year. The average female hourly rate of pay is £22.19 compared with £40.78 for males.

As can be seen in table 4, **2.91%** of the upper quartile is made up of female employees, which is slightly less than 2021, when this figure was **3.13%**. However, the upper middle quartile is 4.85% which has improved slightly from 2021. The upper and upper middle quartiles are still largely made up of male employees, the majority of whom are Captains and First Officers. These are highly skilled positions that command larger salaries. The majority of DHL Air's female employees feature in the lower quartile pay band and represent the workforce in positions including Administration, HR and Crewing. These positions are benchmarked and paid in line with the national averages however they are typically lower paid positions.

Within our aircrew employment group, male pilots still greatly outweigh our female pilots and the ratio of male to female employees will likely take a number of years to bridge. This can be attributed to the fact that this group was historically male dominated- and there is a clear promotional structure between Cadet, First Officer and Captain.

A consistent and fair pay scale is applied for all our pilots as agreed with the British Airline Pilots Association (BALPA), which increases with length of service and rank, however it can take a number of years for newly recruited Cadets and First Officers to become experienced enough to be promoted to Captain. At the end of 2021, a large recruitment drive began for Aircrew employees. In 2022 this recruitment drive continued including recruitment to a new role of Second Officer. This is a more junior aircrew role with employees being trained during their career with DHL Air. This has led to more female employees applying and being recruited in 2022/2023.

In 2022, **92.59%** of females and **81.25%** of males received a bonus payment (as illustrated in table 3). As shown in table 2, the mean bonus amount was £4,749.57 for males and £2,591.99 for females, this equates to a gender pay gap of **45.43%**.

In 2023, DHL Air Ltd, will continue its commitment to reduce the gender pay gap. Beneficial steps have already been taken in terms of targeting our recruitment campaigns to appeal to females in our current male dominated fields. This effort will continue in the coming year and we hope to see a further increase in female recruitment during this time, especially in our higher paid roles.

The statement for each DHL Express UK division was approved by the relevant CEO/Managing Director.



Ian Wilson, CEO
DHL International (UK) Ltd



Mark Evans, Managing Director
DHL Aviation (UK) Ltd



Tom Mackle, Managing Director
DHL Air (UK) Ltd