



# Equal Pay to Male and Female Workers Law

Public report of 2022

- DHL (Israel) LTD is a part of an international group of corporations, acting in the field of shipping and distribution, who operates at the highest standards while maintaining the principles of excellence and equality. The company maintains gender equality, starting with the recruitment procedures, through the reward policy and incentives and to the promotion in the ranks and the manning of the senior management positions.
- The company employs both male and female employees in various positions along all hierarchical levels (including senior management levels).
- The company operates in a ranking-based structure that combines a management hierarchy with professional remuneration (based, among other things, on achievements and diligence). Within this organizational structure there is a constant possibility for promotion and transaction - without gender difference.
- Under the report, the company's employees were divided into 13 groups in a departmental segmentation that takes into account the internal ranking system, while ensuring the privacy of the employees.
- As detailed in the report below, in most groups there is no significant gap (or at all) between female and male employees in the paid compensation and in some groups, there are even gaps in favor of the female employees.
- In the groups where disparities are visible (in favor of the male employees), there is a rational explanation resulting from objective circumstances (as detailed in the comments section below).
- **We, at DHL Israel, consider an utmost importance to reduce any gender gaps and constantly work, as a permanent way, to integrate female employees into the company and to increase the presence of female employees in all roles and ranks– and this is the way we will continue to act upon.**

DHL – International shipping company | Date of issue of the report: 1/6/2023 | Branch of activity: shipping | Numbers of employees: 581

Group	Gap rate between female and male employees in the Total compensation paid	Proportion of female employees below the average group wage	proportion of male employees below the average group wage
1	-3.95%	26.47%	8.82%
2	-	56.52%	-
3	-	-	46.25%
4	-	-	42.86%
5	-	-	60.00%
6	-	-	66.67%
7	-2.67%	20.37%	40.74%
8	-	0.00%	53.33%
9	-	28.57%	-
10	+5.66%	3.61%	51.81%
11	+3.07%	34.78%	30.43%
12	-7.39%	25.00%	25.00%
13	-7.88%	26.85%	27.78%

- The salary of all employees in the company is higher than the legal minimum wage set in the Israeli economy and none of the employees is paid a supplement to the legal minimum wage.
- The date is based on the employees who are employed regularly and continuously.
- The data is based on an average monthly salary normalized for a full-time position.
- The highest level of senior management, such as CEO and VPs, is not included in the report.
- The gaps in group 12 are caused by differences in seniority and the incentives policy which is based on bonuses **without** gender difference.
- The gaps in group 13 are caused from variations in the extent of overtime work and the fact that this is a heterogeneous group in which the characteristics of the employees differ due to differences in authority, seniority, job requirements, training and professional certification.
- Groups 2 and 9 are homogenous groups, consisting of only women.
- Groups 3–6, 8 are homogenous groups, consisting of only man, due to the face that there is a significant difficulty in recruiting women to the positions set in these groups.