

DB Schenker Gender Pay Gap Report 2021 – (April 2020)

DB Schenker, along with all employers with 250 or more employees, are required by the Government to report on gender pay gap data in a consistent format using employee pay data captured on 5th April 2020.

We want to ensure all our employees have equal opportunities to achieve their ambitions and reach their full potential. We have begun to explore what more we can do to ensure we embed equality, diversity and inclusion in everything we do.

As experienced by many businesses 2020 was an unprecedented year; the Covid-19 Pandemic and Brexit having large impacts.

DB Schenker, as an essential business, did not close during the lockdowns of 2020 and our warehouses remained operational therefore a proportion of staff remained onsite with stringent health and safety protocols in place to keep our people safe. Most of our office employees worked from home from March 2020 and continue to do during 2021. This has supported working families juggling homeschooling and work commitments and we were able to be as flexible as possible with working hours and days.

We are confident that our gender pay gap is not an equal pay issue which is when men and women are paid differently to do the same job. We believe our gender pay gap is instead being driven by several factors, one of which is a historical factor surrounding our industry. The Freight and Transport industry has historically been male dominated, and as such when recruiting for management and senior management roles (including roles with a global or regional scope) we have found that many suitable applicants are male.

Gender Pay Gap

We are proud that at 14.6%, our mean gender pay gap is lower than our reported figure in 2019 of 19% and below the 2020 national average of 15.5%, as identified by the Office for National Statistics. Our median gender pay gap was 1% which was lower than our median of 2% last year. We believe we are making progress in this area and it remains a priority.

The Labour Force Survey suggests that Covid-19 did not have a notable impact on the gender pay gap.

Women continue to be under-represented at more senior levels in our business which is the primary contributor to our gender pay gap.

The below outlines the hourly pay gap difference between men and women:

	Mean	Median
Hourly Pay Gap	14.6%	1%

We are committed to DB Schenker being an inclusive employer and supporting a working environment that allows all genders, ethnicities, disabilities and lifestyles to bring their whole selves to work and embraces people's differences, for our collective advancement.

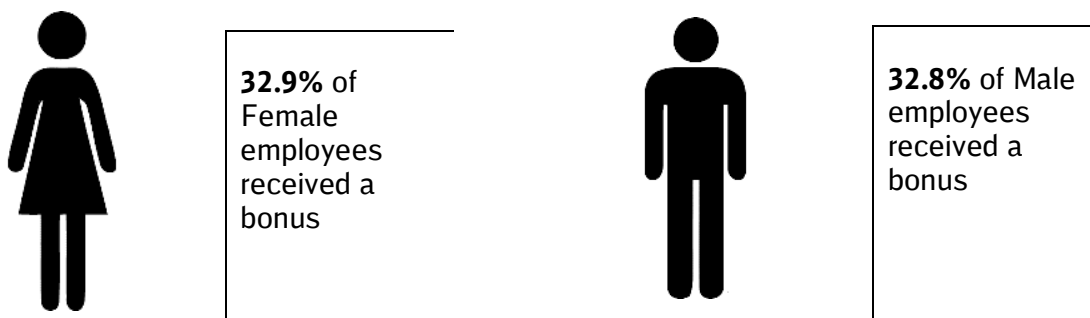
Bonus Gap

Bonus pay for this report includes any bonus that was paid in the preceding 12 months to April 2020. This will include payments through our management bonus scheme which is paid as a percentage of salary, as well as any payments for commission or incentives.

National data for bonus gender gaps varies a great deal; where organisations have a senior manager bonus scheme, and their senior manager population is more male than female, then gaps are expected, particularly where bonus is paid as a percentage of salary.

Our Bonus Gap has improved from 2019 - our mean bonus gap is 30.9% and our median bonus gap is 17% and this shows that the industry under- representation of women in senior roles plays out in our bonus gap.

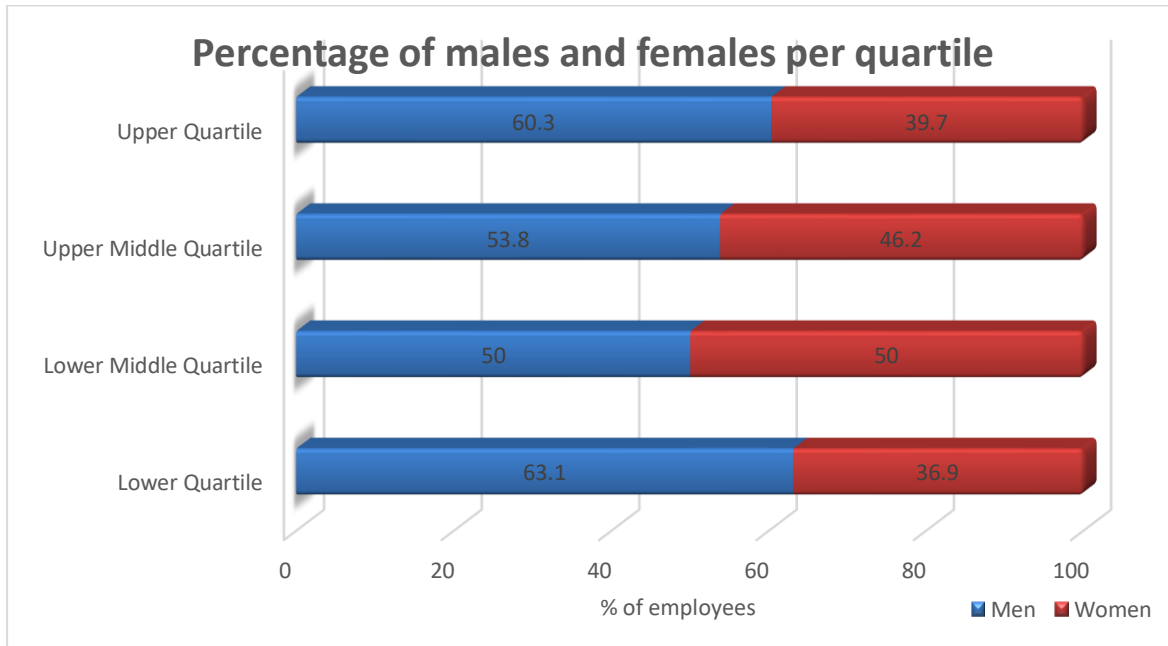
The below outlines the percentage of employees who received a bonus, and the difference between men and women relating to the bonus payments received.



	Mean	Median
Bonus Pay Gap	30.9%	17%

Proportion of males and females in each pay quartile

As part of the gender pay gap reporting we are publishing below the proportions of men and women in the lower, lower middle, upper middle and upper quartiles of our business.



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our Actions

Last year we committed to continue to take action and this was demonstrated in the below areas to address the gender pay gap, to ensure balance across the business, to support our workforce in achieving their career goals and to attract diverse future talent.

- Wellbeing Campaigns - throughout 2020 there have been additional tools made available to all employees, through webinars supporting working parents to online Zoom workout classes. Mental Health has been at the forefront of ensuring our employee's wellbeing.
- Regular Community Calls across the business worldwide sharing best practice and achievements.
- Career Development - We aim to have more women in leadership positions so we are working on succession planning, learning and career development.

Highlights for 2020

- Additional day of Birthday Leave was implemented for all employees to ensure they can celebrate life's special moments
- Adjusted Home Working Policy - adapted to support employees during the Covid-19 Pandemic giving greater flexibility of working and caring for family. There have been options to work reduced hours and/or change working patterns where needed.
- Launch of Company benefits platform - we implemented a benefit platform for all employees and giving them access to great benefits and savings at a range of high street locations.

- Recruitment - our adverts are neutral as we don't use words that are feminine /masculine to attract a diverse workforce. We also have a fair and consistent interviewing process in which candidates go through competency based interviewing.

We are confident that we will see a long-term positive impact on our gender pay gap as a result of our focus in these areas, as we work towards building a strong future for women within the Freight industry.

The company confirms that the data provided in this report, and the master data upon which this report is based is accurate and in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink that reads 'D. Mansfield'.

Debbie Mansfield
CHRO