

## DB Schenker Gender Pay Gap Report 2022 – (April 2021)

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 5<sup>th</sup> April 2021.

We want to ensure all our employees have equal opportunities to achieve their ambitions and reach their full potential. We continue 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 - 2021 was challenged with the Covid-19 Pandemic and Brexit having large impacts.

DB Schenker, as an essential business, did not close during the lockdowns of 2020 and 2021 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 wherever possible 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 Logistics 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 7.8%, our mean gender pay gap is significantly lower than our reported figures in 2020 of 14.6% and 2019 of 19%, and below the national average of 15.5%, as identified by the Office for National Statistics. Our median gender pay gap is -2.5% against last year of 1%. Both figures indicate the progress made in the last year.

The noticeable difference between the mean and median is likely to be reflected by the greater number of men within the lower paid jobs e.g. Warehouse, whilst a greater percentage of women work within a higher paid office role.

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

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

	Mean	Median
<b>Hourly Pay Gap</b>	<b>7.8%</b>	<b>-2.5%</b>

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.

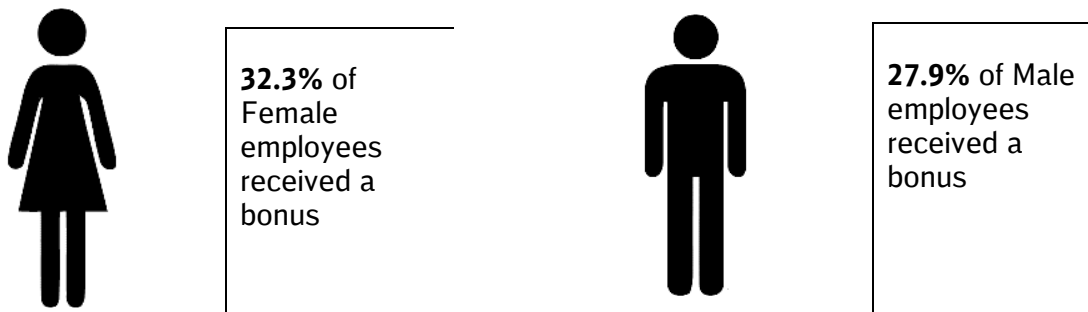
## Bonus Gap

Bonus pay for this report includes any bonus that was paid in the preceding 12 months to April 2021. 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 increased since 2020 - our mean bonus gap is 35.2% and our median bonus gap is 70% and this shows that the industry under- representation of women in senior roles plays out in our bonus gap.

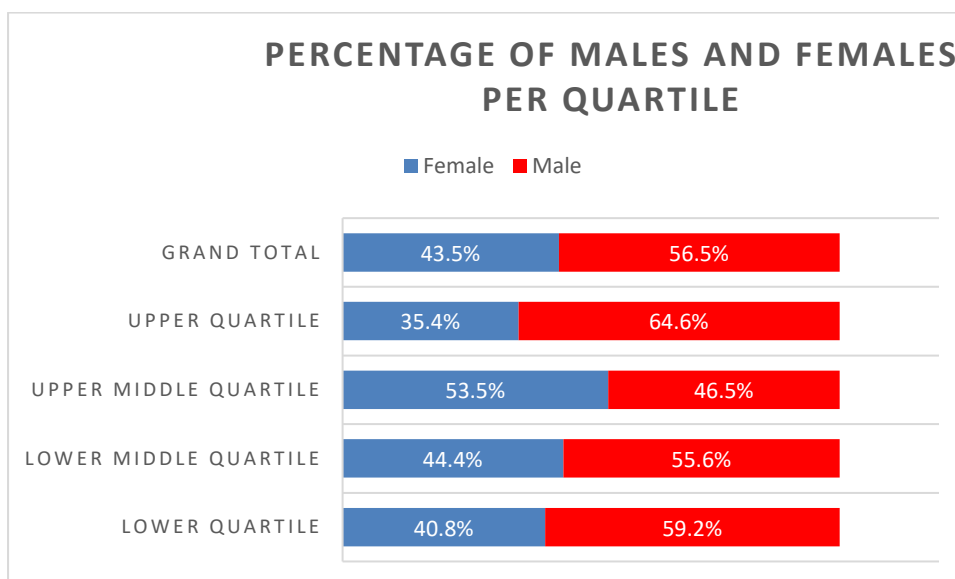
The below outlines the percentage of employees who received a bonus, and the difference between men and women relating to the bonus payments received.



	Mean	Median
<b>Bonus Pay Gap</b>	<b>35.2%</b>	<b>70%</b>

## 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.



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**

We continue to commit to improving the equality amongst our workforce 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 2020-2021 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.
- 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.

### **Highlight for 2021 and moving into 2022**

- Smart Working Policy: Giving people greater flexibility post Covid-19 restrictions to balance working on our sites or at home.
- Increased bonus schemes: opening up more people across the business to a variety of bonus schemes.

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.

Debbie Mansfield  
CHRO