



**Gender Pay Gap (GPG)
Report 2022**



SCHENKER

Introduction



**Debbie Mansfield,
Chief People Officer**

We're pleased that our 2022 results reflect the work we've been doing in creating a culture where we have increased the number of women in senior roles.

With our UK workforce split at 44% Female to 56% Male, our ratio for those in leadership position now stands at 43%:57%. We welcomed onboard Nichola Watts as Legal Director this year and the ratio is similarly reflected within our Senior Management Team.

We continue to ensure our employees have equal opportunities and a fair pay and reward policy to reflect their contribution to the organization. We strive to embed equality, diversity and inclusion in everything we do.

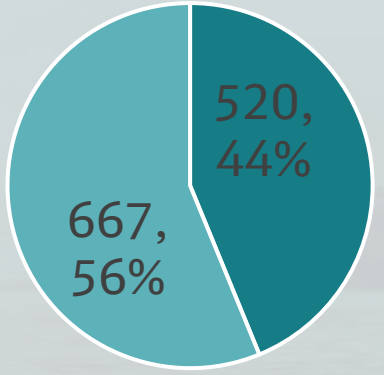
The implementation of our Smart Working Policy this year will help us continue on our journey towards gender equality. We'll see the benefits of a variety of flexible working options that attract and retain a diverse workforce to Schenker.

Debbie

2022

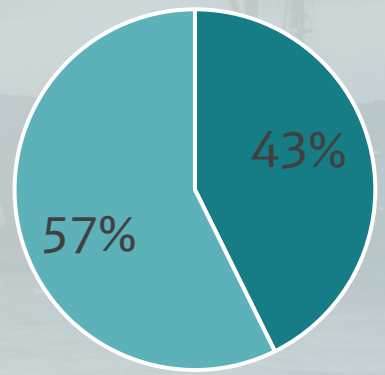
Fast figures based on 05 April 2022 snapshot

Employees
c.1200



■ Female ■ Male

% in
Management
Roles



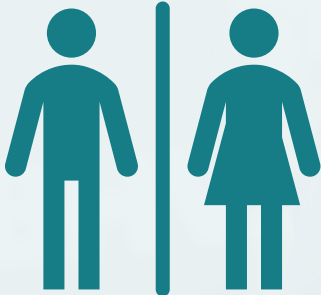
■ Female ■ Male



Comparing the average of all working women and men

Striving to close the gap.

Hourly Pay Gap



Median 1.7%
Mean 7.3%

UK Mean 2022 = 8.3%
[ONS]

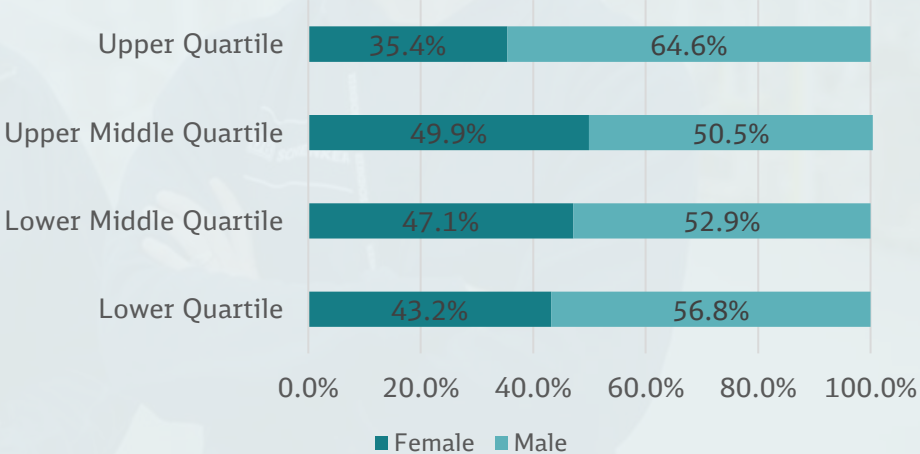
Proportion of Employees with Bonus pay

Women 17.7%
Men 22.9%

Gender Pay Gap in Bonus Pay

Median 1.3%
Mean 0.4%

Proportion of Men and Women in Each Quartile



The GPG report compares the average pay of all working men and women, regardless of their job title, level, working pattern, organisation levels, qualifications or experience. In contrast, equal pay ensures that regardless of gender, employees receive equal pay for equal work.

What's behind the numbers

Influencing factors in the logistics sector.



We are proud to see 0.5% improvement year on year in our mean gender pay gap. At **7.3%** our mean gender pay gap is significantly lower than the reported EU average of **13%** (2020 Eurostat Gender Pay Gap Statistics) and the national average of **8.3%** (2022 ONS). Our median gender pay gap is lower still at **1.7%**.

Over the last year we faced recruitment and retention challenges within our 100% male HGV Driver team members, which led to a complete overhaul of their salary, benefits and rewards packages, including a new bonus scheme. Excluding the driver community from the bonus calculations, shows that there are proportionally more women with bonuses than men (17.7% v. 17.2%).

We are confident that our gender pay gap is not an equal pay issue which is where men and women are paid differently to perform the same work. 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 Supply Chain industry has historically been male dominated, and as such when recruiting we have found that the majority of our applicants are male.

While we acknowledge there is still work to be done, we are actively implementing strategies to improve gender representation across all business areas and across all leadership levels.

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We are proud of the progress we made since last year...

Our continuous journey

At DB Schenker we believe in creating a culture that is **diverse, inclusive** and one where we provide **equal opportunities for all employees** to achieve their ambitions and realise their full potential.

We continue to explore what more we can do to ensure we **embed equality, diversity and inclusion** in everything we do. **We commit** to developing a fully inclusive organization **with respect** to the diversity of our people and their thoughts.



Our Plans to Close the Gap

Advertising our Vacancies

We continuously review our recruitment process, including the use of gender neutral language in our job adverts, to ensure that regardless of the seniority of the role, we are an attractive employer to all. **Promoting the opportunities to Female Leaders** by sharing insights from our current female leaders to inspire others to take the opportunities open to them

Development

We're offering the largest range of development opportunities for personal growth across the organization.

Smart Working

Offering our flexible working options to improve work-life balance and time with the family when needed.

Inclusive Policies

We will continue to develop Company policies that creates a culture that is diverse, inclusive and one where equal opportunities are provided to all employees. Offering enhanced packages in policies such as maternity and paternity to allow the time off with a newborn or adopted child.

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

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Chief People Officer

