



**Gender Pay Gap (GPG)
Report 2023**



SCHENKER

Introduction



**Debbie Mansfield,
Chief People Officer**

We're pleased that our 2023 results reflect a significant stride towards closing our gender pay gap, with our latest data revealing a 1.26% mean hourly pay gap. This marks a significant improvement from last years mean gender pay gap of 3.45%.

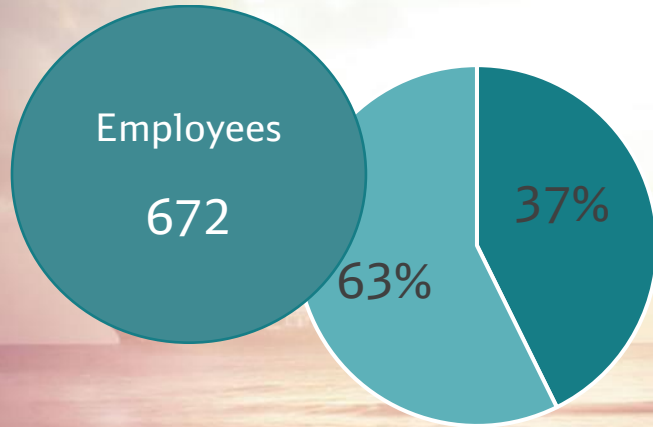
As we build on the success of narrowing the gender pay gap, our smart working policy initiatives demonstrate our dedication to cultivating a workplace culture that embraces change, innovation and the well being of our talented workforce.

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 at Schenker.

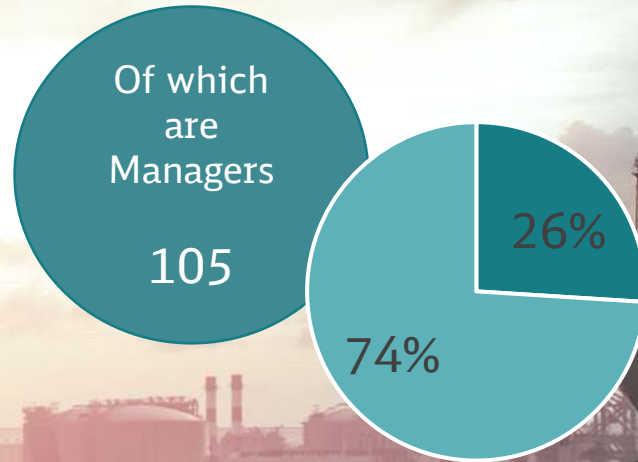
Debbie

2023

Fast figures based on 30 June 2023 snapshot



■ Female ■ Male



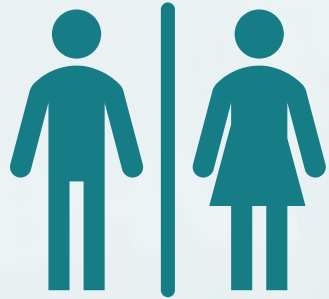
■ Female ■ Male



Comparing the average of all working women and men

Striving to close the gap.

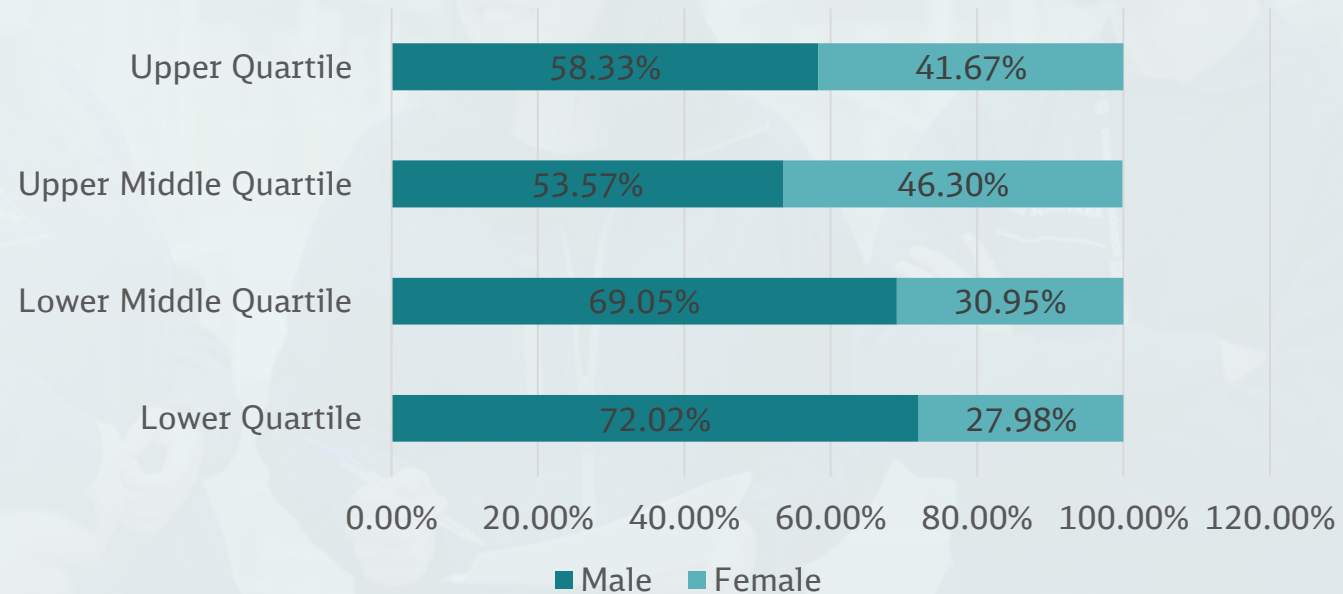
Hourly Pay Gap



Median -17.11%
Mean 1.26%

Ireland Mean 2022 =
9.6%[CSO]

Proportion of Men and Women in Each Quartile



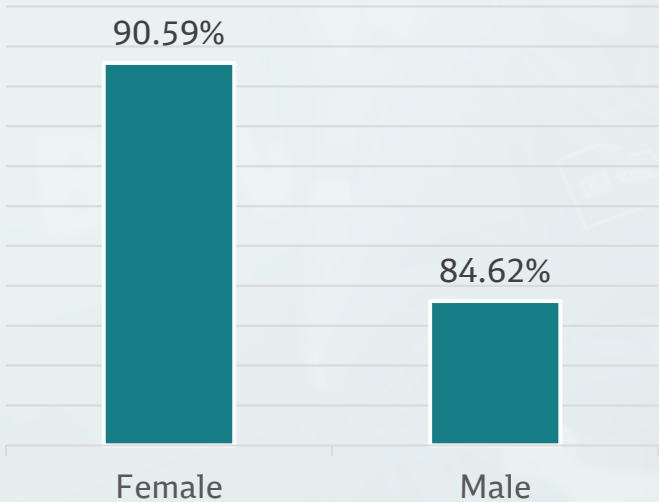
The GPG report compares the average pay of all working men and women, regardless of their job title, level, working pattern, organisation levels, qualifications or experience. In contrast, equal pay ensures that regardless of gender, employees receive equal pay for equal work.

Bonus and Benefit in Kind (BIK)

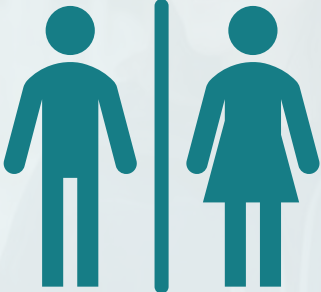
Striving to close the gap.



Proportion of Employees with Bonus pay

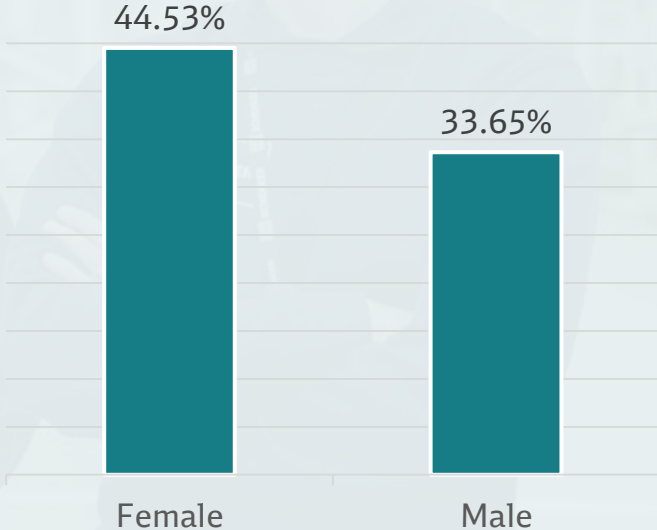


Bonus Pay Gap



Median 0.0%
Mean 27.17%

Proportion of Employees receiving Benefit in Kind (BIK)



The bonus gap shows the difference in the average bonus values between women and men. Bonus pay includes any bonus that was paid in the preceding 12 months to 30 June 2023. In 2022, our Mean Bonus Gap was 35.06% and our Median Bonus Gap was 0%. Benefit in Kind (BIK) are non-cash benefits that have a monetary amount such as private health insurance, pension and company car.

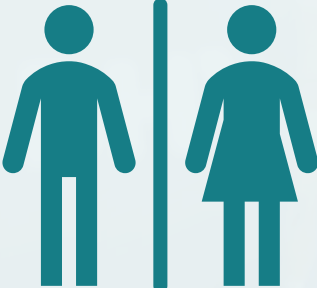
Part Time and Temporary Workers

Striving to close the gap.

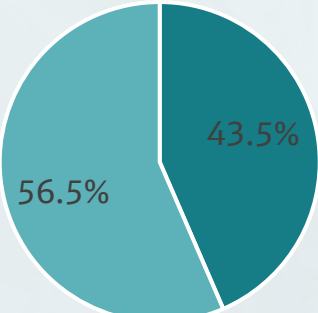


Temporary Workers (Fixed term contract)

Hourly Pay Gap



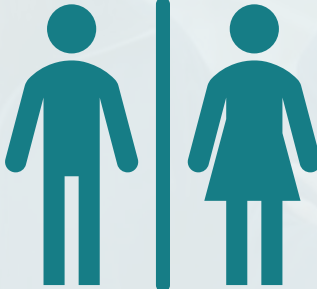
Median 0.07%
Mean 1.37%



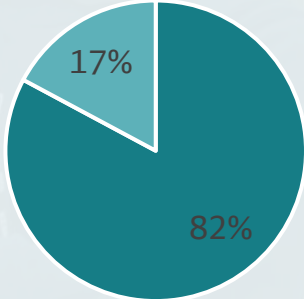
Female Male

Part Time Workers

Hourly Pay Gap



Median - 64.16%
Mean -72.91%



Female Male

Above you will find the gender split and hourly pay gap for part time male and female employees and male and female temporary workers.

A temporary worker refers to individuals employed by the Company for a specific period of time or until a particular project is completed. This employment is known as a fixed term contract, and differs from a permanent or indefinite contract.

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.



What's behind the numbers

Influencing factors in the logistics sector.



We are proud to see 2.19% improvement year on year in our mean gender pay gap. At 1.26% our mean gender pay gap is significantly lower than the reported EU average of 12.7% (2021 Eurstat Gender Pay Gap Statistics) and the average in Ireland of 9.6% (2022 CSO).

Our median gender pay gap is lower again at -17.11 which we believe reflects a trend in our industry where certain roles, which happen to be compensated at a lower level, are more commonly held by male employees. This observation is not indicative of individual capabilities or contributions, and we are committed to promoting a fair and inclusive work environment where all employees are valued for their skills and dedication, regardless of the roles they occupy.

Over the past year, we've witnessed a notable rise in the cost of living in Ireland, and DB Schenker has endeavored to support our employees during this period by paying a cost-of-living bonus in November 2022 which is reflected in the percentage of employees to receive a bonus during this period. Our mean gender bonus gap of 27.17% and median gender bonus gap of 0% can be attributed to the distribution of males in management roles.

We are assured that our gender pay gap does not stem from unequal pay, where men and women receive different compensation for the same job. Instead, we attribute our gender pay gap to the historical male dominance in our industry both in our roles compensated at a lower level resulting in a pay gap for men and not women, and in our roles compensated at a higher level being mainly men. This can present challenges in our recruitment process, particularly in roles where the majority of 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 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 offer a wide range of development opportunities for personal growth across the organization.

Smart Working

We will continue to broaden our range of 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.

As we take pride in our comparatively minimal gender pay gap, we remain committed to continuous improvement. We understand the journey is ongoing and we will continue to assess, refine and expand our initiatives to foster a workplace where diversity and equity are integral components of our identity.

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 Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022

Debbie Mansfield

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Chief People Officer

