



SCHENKER

From April 2017, for the first time, UK companies with over 250 employees have to report on their gender pay gap.

At DB Schenker we are proud of our diverse workforce. We aim to create equal opportunities for all employees regardless of gender, age, nationality, religion or sexual orientation. Operating across the entire globe DB Schenker literally “lives” diversity and it is in our advantage to not only nurture our cultural variety and value the differences of our employees, but also take their potential into account.

We are confident that our gender pay gap is not an equal pay issue. Equal pay is where men and women are paid differently to do the same job, which is not an issue at DB Schenker. We believe our gender pay gap is instead being driven by a number of factors, one of which is a historical factor surrounding our industry. For example our 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 the vast majority of suitable applicants are male.

Gender Pay Gap

The below outlines the difference between men and women

	Mean	Median
Hourly Pay Gap	11.6%	4.8%

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.



43.6% of Female employees received a bonus

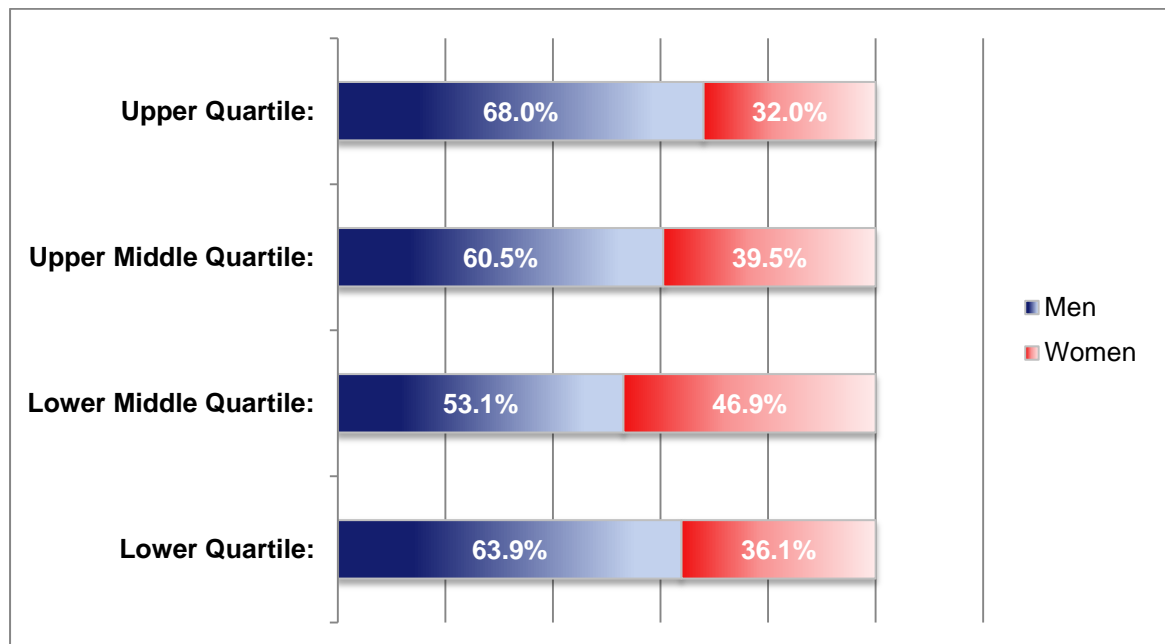


40.1% of Male employees received a bonus

	Mean	Median
Bonus Pay Gap	51.1%	48.4%

Proportion of male 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 quartile.



Our Actions

Although our pay gap is well below the UK average of 18.1% for the same period, we know that we need to take action to address it. We know that the actions we need to take are not about pay. Our actions are but about ensuring balance across the business, supporting our workforce in achieving their career goals and working with BIFA and our competitors to make our industry more attractive to young people to address the industry wide historical imbalance.

Expansion of Global Mentoring Program

DB Schenker Global Mentoring Program is part of our total leadership and development offering. As we strive to increase our gender balance and make gender diversity one of our core business advantages we are offering an additional mentoring program especially for female mentees. The UK took part in the pilot of this scheme which was a great success.

UK L&D Offering

With an expansion of the HR team we have the opportunity to review and develop our L&D offering. Through this we will be focusing on career paths, not only into management but diversifying into other roles across the business, as well as upskilling our employees in their current roles and finally offering a Talent Development Program for our future Managers and Leaders. With the Talent Development Program in particular one of our focuses will be on ensuring that we promote equal (not preferential) opportunities.

Apprenticeships & Attracting young people to Freight Forwarding

Since 2016 we have been working with BIFA and other Freight Forwarders on a Trailblazer apprenticeship standard in Freight Forwarding. This has now been approved by the government and is ready to deliver; we will therefore be welcoming a new cohort of apprentices in September. We have also been involved in workshops on how to make our industry more attractive to young people. We hope this will naturally help address the historical gender imbalance.

Snapshot date

The snapshot date for the data is the 5 April 2017.

We are making progress with these actions and hope to see an improvement with our gender balance in all quartiles in coming years.

I can confirm that the data contained within this report is accurate

A handwritten signature in blue ink that reads "Ray Hennessy". The signature is written in a cursive style with a large initial 'R'.

Ray Hennessy
CEO