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Future-proofing our Company

through Customer Centricity, Empowered People and Dynamic Growth.

Diversity Statement for Schenker AS 2022

We work for equality and against discrimination due to gender, pregnancy, maternity, or adoption leave, caring responsibilities, ethnicity, religion, outlook on life, disability, sexual orientation, gender identity, gender expression and combinations of these principles.

Part 1: State of Gender Equality

State of gender equality in the company

GCL	Gender distribution at different job levels / groups **			
	Female	Men	Wage differences** Women's share of men's wage stated as a percentage	
			Total cash benefits	Total taxable benefits in kind
Total	25%	75%	86%	62%
Leaders	20%	80%	96%	9%
Office	54%	46%	95%	65%
Terminal	4%	96%	80%	89%

*Explanation: We have many levels and salary groups in Schenker. In this table we have highlighted; leaders C, D & E level, office tariff 3 & 4 and terminal. This is the groups that represents most employees and represents women, also total for Schenker AS is included. As the numbers display only 25% of total employees are women. What we need to prioritize to equal the salaries is to focus on employing more females and continue to even out the salary differences.

Gender balance*		Temporary staff* (incl. substitutes) Stated in number or percentage of all employees		Parental leave*		Actual part-time*		Involuntary part-time**	
Stated in number		Stated in number or percentage of all employees		Stated in average number of weeks		Stated in number or percentage of all employees		Stated in number or percentage of all employees	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
320	941	13%	87%	21	12	1,9%	3%	0	0

Star explanation:

* To be mapped every year

** To be mapped (at least) every second year

To ensure anonymisation, there must be a minimum of five women and five men within each payroll group (GCL) for the results of the payroll survey to be published. The report therefore does not contain results for GCL where there are not enough employees of both sexes.

Part 2: Our work for equality and against discrimination

Development during 2022

During 2022 we have taken several measures to try to harmonize the historical wage differences between genders and wage differences for positions on the same level.

We have set common goals to increase female representation in DB Schenker AS until 2025:

- 30% female leaders
- 10% female terminal employees

Our strategi to make this happen:

- A woman as a successor to every third management position
- We will share the quarter's female role model/success story
- Buddy / internal mentor to all new female managers
- Always aim to have a female and a male interviewer
- Structured interview - same interview template for the same position
- Market ourselves more towards women
- Carry out female pulse checks
- Focus on women internally for management positions. Be more risk-averse, given that they have the potential for development.
- Aim to have one woman out of three in the final interview for management positions
- Make advertisements and Schenker's profile more aimed at women



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In the pay settlement for 2022, the management wanted to continue the focus on women's pay. In addition to the ordinary salary adjustment, a separate salary adjustment was given to all women who have been employed for more than 10 years.

In 2022 we agreed for a common home office policy, that gives the possibility to work from home up to 50% of the working time for office employees. This is an individual consideration between leader and employee. The possibility to work from home will give a more flexible workday and make more work-life balance.

At DB Schenker, we are proud of our international and diverse workforce. By embracing our differences, we build strong, innovative, high-performance teams. By utilizing our diversity, we find creative solutions that can best serve our customers. By using our individual ideas, backgrounds, and experiences, we work best as a team with one common goal.

On 21st December 2022 European Union Ambassadors endorsed the new **EU Directive on Equal Pay and Pay Transparency** which will provide a legal framework for identifying unexplained pay inequalities and give workers the right to access relevant pay information. In Schenker we have started this work, and we are creating routines which supports the EU Directive.

This is how we work to ensure equality and non-discrimination in practice

In collaboration with the elected employee representatives, Schenker works steadily to ensure equality and prevent discrimination in our business. The four-step work methodology is used (examine, analyse, implement, assess), and the descriptions are linked to the personnel areas described in the law (recruitment, pay and working conditions, promotion, development opportunities, facilitation, or opportunity to combine work and family life) and other relevant matters in our business. To ensure good communication between the elected employee representatives and the management team, we have for many years had regularly cooperation- and information meetings, both locally and nationally. This close collaboration is important to be able to work proactively with diversity and any other challenges that arises.



Diversity Committee

The Diversity Committee has members from different aspects of the organisation to ensure the correct diversity outlook. The committee shall propose measures to promote equality and non-discrimination, as well as take the initiative for studies on such measures, as well as follow up these measures. The committee shall, through information work, contribute to increase the understanding of equality and non-discrimination in Schenker AS. During 2022 the Diversity Committee has looked at these topics:

- Senior policy in Schenker AS
- Promotion and development opportunities for warehouse staff
- Gender equality, with focus on the common goals for Schenker AS.



Employee Survey key measures

Like the previous years we have the lowest score on communication, and will therefore continue working with this, also digitalization and implementation of agreements. The highest score we can see at meaningful work, safe future in Schenker as a company, and in a working environment. Every department and team will get an individual result report, which will vary in the top strengths and top possibilities for their area. Each team will by April this year find minimum three top possibilities to work with through the year. This will be followed up by our HR department.

Involuntary part-time

Involuntary part-time was mapped for 2022. There were no findings that anyone didn't want to work part-time. In Schenker AS part-time workers are always preferred if they apply for an open vacancy they are qualified for.

The following possible causes of risks and obstacles have been identified:

- The payment gap between women and men in occupationally heavier positions (P) and managerial positions (L), which has an individual pay adjustment, may be due to women not asking for pay increases as often. It is important to point out that these imbalances must be evened out over time, as the current situation is historically conditioned.
- We had few female applicants, if any, for our vacant positions in 2022. In some recruitment processes, we have challenges with having both genders represented in the final process. This is something we must address in the coming years.

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Our planned actions for the coming year are illustrated in the table under.

Staff area	Background for measures	Description of measures	Objectives of the measures	Responsible	Deadline /Status	Result
Wages and working conditions	There is an imbalance in the salary level between the sexes within certain roles	Keep statistics / Establish goals for equal pay within a job group with similar responsibilities.	Review once a year to see if the salary distribution is evenly distributed. This bias must be evened out over time, as the current situation is historically conditioned.	HR and managers	Annual	Ongoing
Promotion and development opportunities /Recruitment	Few women in management positions	40% female leaders	Increased diversity in Schenker's management	HR and recruiting managers	2025	Ongoing
All employees	From time to another we experience bullying	Inclusion and anti-bullying campaign	Increase inclusion and decrease bullying	HR, Diversity committee, chief protection officer, Occupational health service	Q4 2023	Ongoing