

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

Introduction



**Debbie Mansfield,
Chief People Officer UK & Ireland**



We are pleased to announce that our 2023 results reflect our dedicated efforts to narrow the gender pay gap. We have achieved a significant improvement year after year, with our mean gender pay gap now standing below the national average at 5.6%.

While our UK workforce is split at 42% female to 58% male, we have seen a small shift in our leadership ratio with 41% female and 59% male representation.

Our commitment to providing equal opportunities and implementing fair pay and reward policies remains unwavering. We are dedicated to embedding principles of equality, diversity, and inclusion across all aspects of our organization.

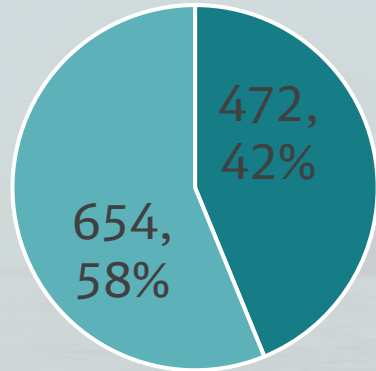
Furthermore, our Smart Working Policy and award-winning leadership programs continue to serve as invaluable assets for our employees. These initiatives not only attract but also retain a diverse workforce, contributing to our overall success at Schenker.

Debbie

2023

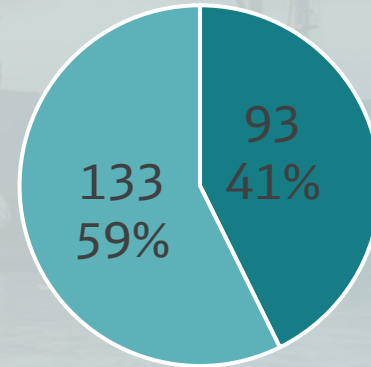
Figures based on 05 April 2023 snapshot

Employees
c.1,126



■ Female ■ Male

% in
Management
Roles



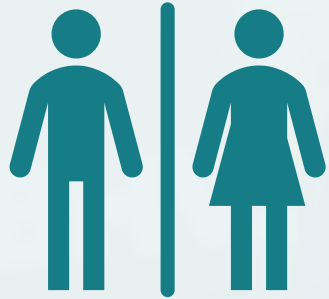
■ Female ■ Male



Comparing the average of all working women and men

Striving to close the gap.

Hourly Pay Gap



Median 0.9%
Mean 5.6%

UK Mean 2023 = 7.7%
[ONS]

Proportion of Employees with Bonus pay

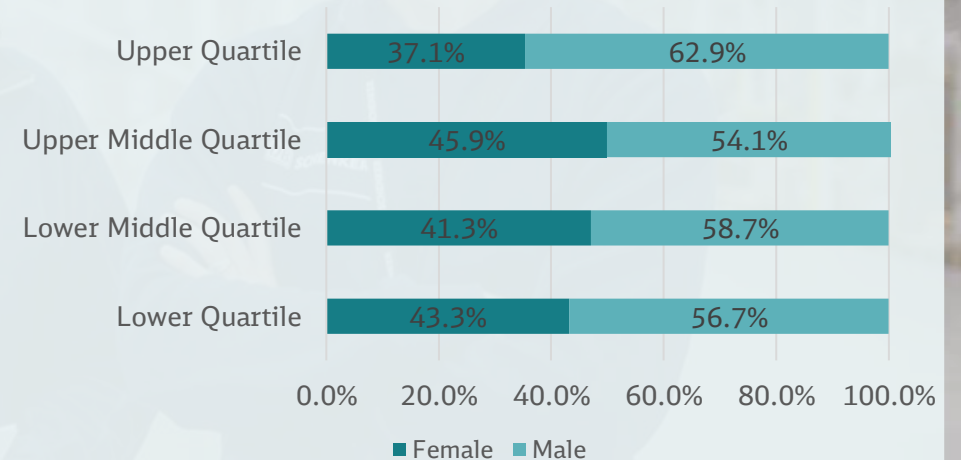
Women 41%

Men 35%

Gender Pay Gap in Bonus Pay

Median 0.0%
Mean 9.1%

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 take pride in the fact that our mean gender pay gap stands at **5.6%**, which marks a considerable improvement of 1.7% when comparing to our reported figure of 7.3% in 2022 and 14.6% in 2021.

Our mean gender pay gap of 5.6% is lower than the national average of 7.7%, as reported by the Office for National Statistics (ONS, 2023). By closing the average gender pay gap we have made significant progress in reducing the disparity in pay between genders amongst the workforce.

Our median gender pay gap has decreased by 0.8% highlighting that the difference in earning between median male and female employees has narrowed and therefore progress is being made towards greater gender pay equality. Although a gap persists, the substantial reduction within one year reflects our concerted efforts to minimize pay disparities. We are committed to sustaining this positive trend as we strive for further improvement.

The percentage of our workforce receiving a bonus increased from last year from 40.6% to 76%. This also affected our median bonus gender pay gap which decreased from 1.3% to 0% this was largely due to a one-off bonus that was awarded to support our colleagues with the rising cost of living.

Our mean gender pay gap in bonuses has risen from 0.4% to 9.1%. We attribute this increase to the introduction of monthly driver bonuses aimed at addressing the national shortage of HGV drivers and enhancing driver retention. Given the historical male dominance in the logistics and Supply Chain industry, the majority of applicants for driver positions are male. However, we are encouraged by the recent recruitment of two female drivers and aspire to further increase female representation in this occupation.

While we recognize the ongoing need for improvement, we are actively implementing strategies to enhance gender representation across all business areas including leadership levels.



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

Graduate Program

Our Graduate Program is flourishing, serving as a robust platform for training our future leaders in navigating the complexities of our business operations. We take pride in the participation of three female graduates alongside six male graduates in the UK, all actively engaged in the program. Their feedback reflects high satisfaction with their journey thus far, speaking positively about their experiences and inclusive culture.

Employee Development

Our Aspiring Leader Programme provides pathways for both men and women to advance into leadership positions within our organization. In 2023, we witnessed the completion of the program by 11 men and 13 women. This year (2024), we're pleased to report a positive outcome with 12 highly capable women opting to join the program, alongside 21 men. We anticipate that their positive experiences will ignite interest among other women, fostering increased participation in the program in the future.

Furthermore, we're delighted to announce that our program has been honored with the prestigious title of Best Leadership Development Programme at the 2024 Business Awards UK. This recognition serves as an inspiration and motivation for women to actively pursue leadership roles and strive for excellence in their careers. It underscores the belief that with dedication, hard work, and access to quality development opportunities, they can achieve their career aspirations and make significant contributions as leaders in their respective fields.

Our Plans to Close the Gap

Inclusive Policies

We continue to develop our Company policies that creates a culture that is diverse, inclusive and one where equal opportunities are provided to all employees. We offer enhanced packages in policies such as maternity and paternity to allow our employees' to take time off work to care for a newborn or newly adopted child without sacrificing their job security or financial stability. This helps our workforce maintain their roles and attachment to the business during important life events, as well as facilitating their return to work after parental leave to continue with their career advancement.

Recruitment

At Schenker recruitment practices are designed to prioritize neutrality, ensuring that our job advertisements avoid gendered language to attract a diverse range of candidates and we aim to maintain a fair and consistent interviewing process.

Additionally, we offer a Recruitment for Hiring Managers program, which includes training on unconscious bias interviewing techniques. This ensures our hiring managers are equipped with the knowledge and skills necessary to make the right unbiased hiring decisions.

Our Plans to Close the Gap

SMART Working Policy

We remain committed to fostering a hybrid working model, allowing our employees to seamlessly transition between their local office and home office. This support is essential in ensuring our employees achieve a healthy work-life balance. Flexibility in working arrangements enables women to balance career development opportunities, such as training sessions, networking events, or additional responsibilities, alongside their personal commitments. This approach equips them to fully engage in career-enhancing activities and showcase their capabilities, without the restriction of rigid traditional work schedules.

Working Abroad Policy

Our newly introduced Working Abroad Policy has been enthusiastically embraced by our organization. Presently, employees are granted the opportunity to work within Europe for a maximum of two weeks per calendar year. Through this initiative, we seek to foster collaboration, celebrate diversity, and facilitate personal development, all while upholding our unwavering commitment to maintaining high standards of productivity and excellence.

We are confident that our committed endeavors in these domains will result in a sustained reduction of our gender pay gap, as we endeavor to pave the way for a more promising future for women in the Freight Industry.

The company affirms that the data presented in this report, as well as the underlying master data, are accurate and compliant with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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