



# SCHENKER

Since April 2017, UK companies with over 250 employees must report on their gender pay gap. Schenker Ltd are reporting for the second time, this report relates to the tax year 2017/18.

We continue to be 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 are proud to report that our gender pay gap remains significantly lower than the national median pay gap of 18.4% (BBC, 2018).

### Gender Pay Gap

The below outlines the difference between men and women

	Mean	Median
<b>Hourly Pay Gap</b>	<b>10.8%</b>	<b>4.8%</b>

### 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.



**39.7%** of Female employees received a bonus

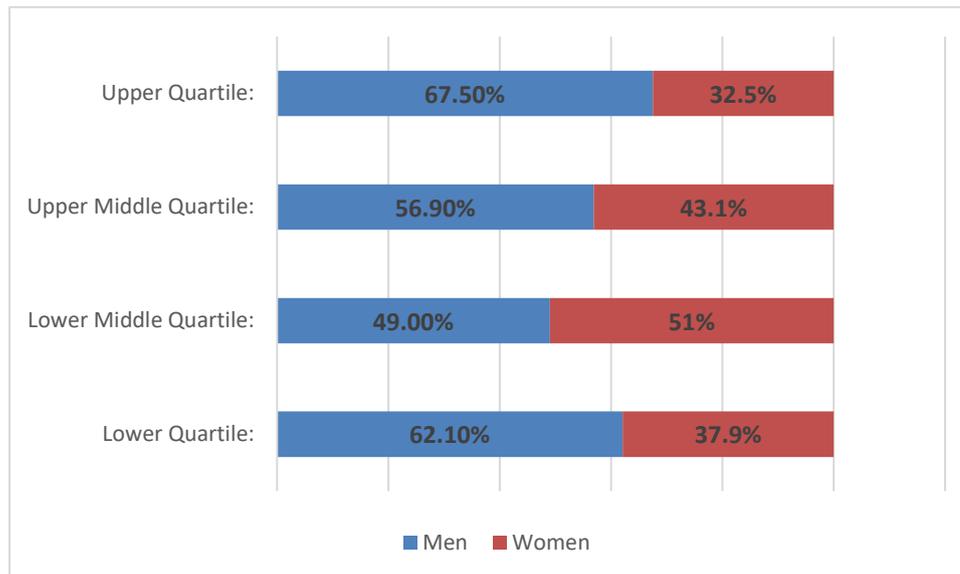


**30.1%** of Male employees received a bonus

	Mean	Median
<b>Bonus Pay Gap</b>	<b>45.4%</b>	<b>43.9%</b>

## 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 gender pay gap continues to be driven by a number of factors, some of which are outside of our direct influence. For example, the freight forwarding industry has historically been male dominated, and as such when recruiting for management roles (including roles with a global or regional scope) we have found that the clear majority of suitable applicants are male. This is an area we're passionate about improving and as such is a key focus in both last year's and this year's actions.

### Our Actions – Looking Back

Last year we committed to take action to address the gender pay gap, to ensure balance across the business, to support our workforce in achieving their career goals and to attract future talent. An update on these actions;

#### Apprenticeships & Attracting young people to Freight Forwarding

We welcomed our first cohort of apprentices studying the new International Freight Forwarding Level 3 and plan on doing the same this year.

We have also started engaging with local schools to raise the profile of Freight Forwarding by partaking in awareness activities throughout the year.

#### UK L&D Offering

Last year we stated that through the expansion of the HR team we had the opportunity to review and develop our L&D offering.

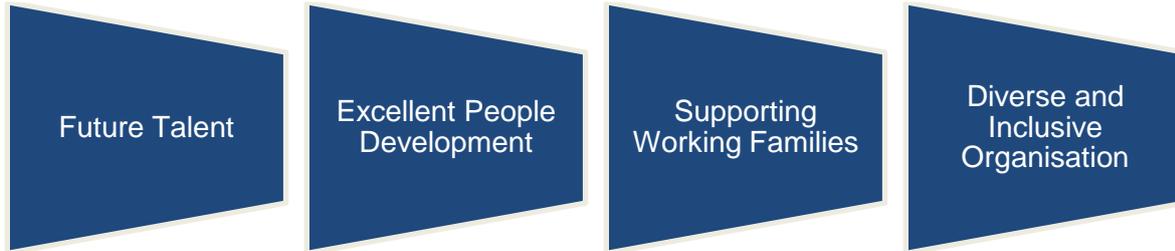
As such this year we successfully implemented a Talent Development Programme, supporting the talented individuals within our business to move into management roles. The uptake for the programme was fantastic and we have an equal split of 50/50 male/female taking part in the programme. The programme will take place annually, and will go a long way in supporting the business to improve the gender imbalance in the Upper Middle Quartile.

### **LEAD Network**

Schenker continue to support and promote diversity through becoming a bronze sponsor of the LEAD (Leading Executives Advancing Diversity) Network.

The LEAD Networks Mission is; *to attract, retain and advance women in the retail and consumer goods industry in Europe education, leadership and business development.*

In 2019 our efforts will be directed towards addressing the gender imbalance in the Upper and Upper Middle Quartiles of the business. To do this we will be taking actions in the following areas:



We are confident that we will see a long-term positive impact on our gender pay gap because of our focus in these four key areas, as we work towards building a strong future for women within the Freight industry.

### **Snapshot date**

The snapshot date for the data is the 5 April 2018.

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

Debbie Mansfield  
CHRO