

Gender Pay Gap Report Ireland 2022



Introduction

DB Schenker, along with all employers with 250 or more employees, is required by the Irish Government to report on its gender pay gap using employee pay data captured on a snapshot date in June 2022. For clarity, and for the purpose of this report, our snapshot date was 30th June 2022.

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.

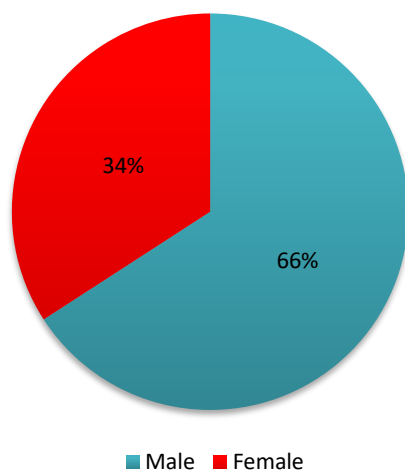
2020 to 2022, as experienced by many businesses, were extremely challenging years due to the Covid-19 pandemic and Brexit.

DB Schenker, as an essential business, did not close during the lockdowns between 2020 and 2022 and our warehouses remained operational. Therefore a proportion of staff remained onsite with stringent health and safety protocols in place to keep our people safe. Most of our office employees worked remotely from March 2020 and continued to do so during 2021 and 2022. This has supported working families juggling homeschooling and work commitments, and where possible we were able to offer flexible working arrangements our employees.

Gender Pay Gap (GPG)

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.

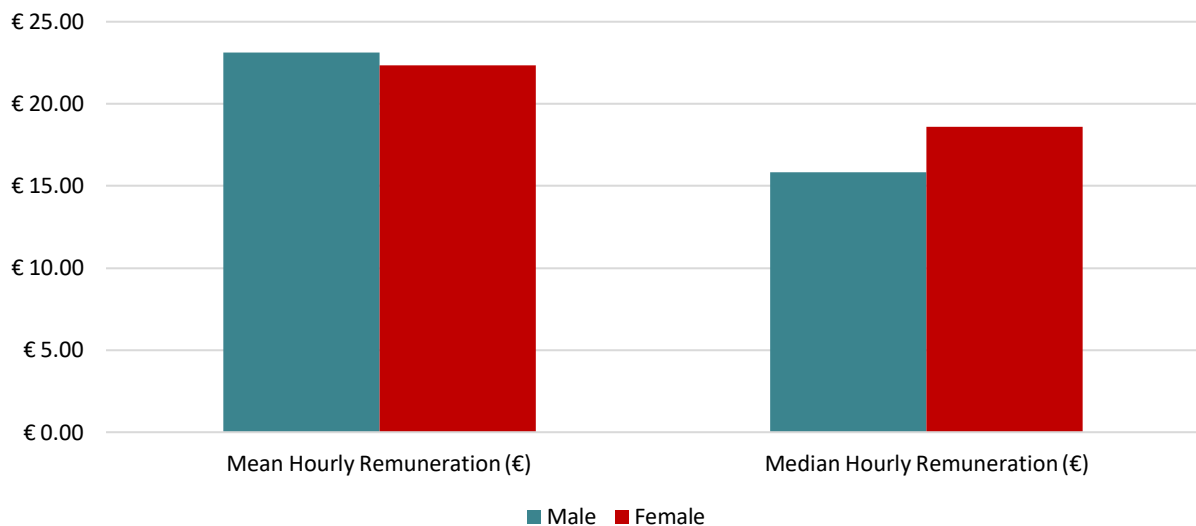
Total Number of Employees



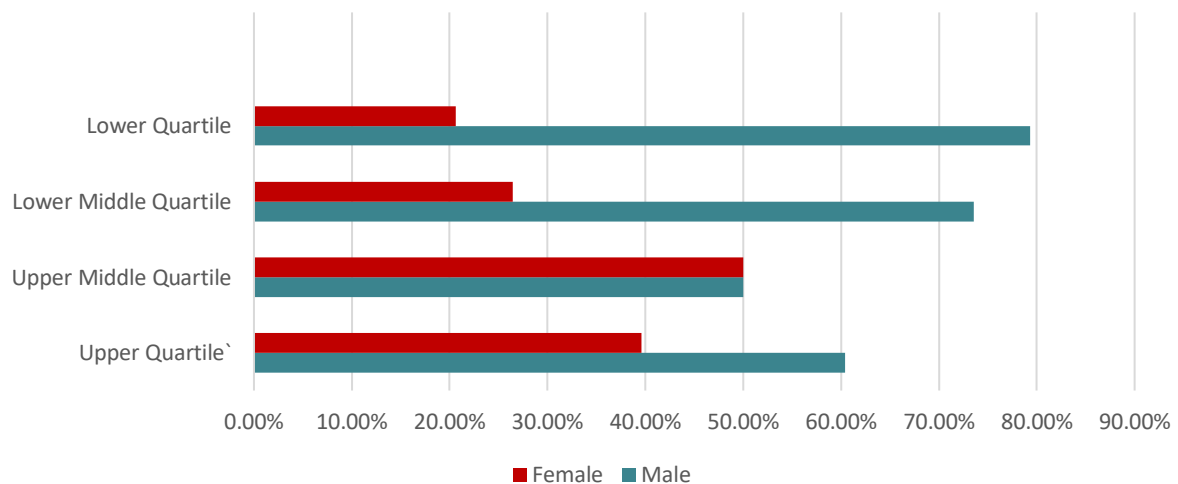
We are proud that at 3.45%, our mean gender pay gap is significantly lower than the reported EU average of 13% (2020 Eurostat Gender Pay Gap Statistics) and the national average of 11.3% (2019 Eurostat Gender Pay Gap Statistics). Our median gender pay gap is -17.41%.

We are confident that our gender pay gap is not an equal pay issue which is where men and women are paid differently to perform the same work. We believe our gender pay gap is instead being driven by several factors, one of which is a historical factor surrounding our industry. The Logistics and Supply Chain industry has historically been male dominated, and as such when recruiting we have found that the majority of our applicants are male. Our employee demographic within DB Schenker is 66% Male and 34% Female.

Below you can see DB Schenker’s mean hourly and median hourly remuneration. Additionally you can view the proportion of male and female employees in each salary quartile.



Proportion of Men and Women in Each Quartile



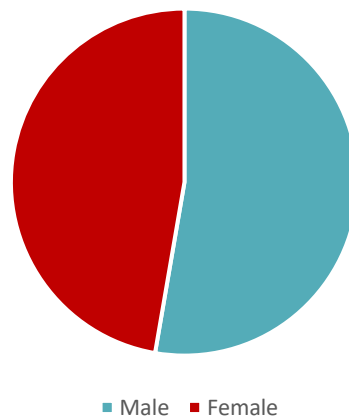
Bonus Gap

The bonus gap shows the difference in the average bonus values between women and men. Bonus pay for this report includes any bonus that was paid in the preceding 12 months to June 2022. This will include payments through our management bonus scheme which is paid as a percentage of salary, as well as any payments for commission or incentives such as cost of living bonus payments and retention bonus payments.

National data for bonus gender gaps varies a great deal; where organisations have a senior manager bonus scheme, and their senior manager population is more male than female, then gaps are expected, particularly where bonus is paid as a percentage of salary.

70.27% of all males and 63.03% of all females received a bonus payment in the relevant period which can be seen on the chart below.

Proportion Receiving Bonus



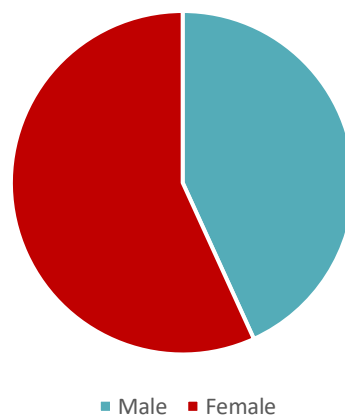
Our mean bonus gap is 35.06% and our median bonus gap is 0%. This is impacted by the fact we have more male employees in senior level roles.

Benefit in Kind (BIK)

Below you can see the proportion of male and female employee's who receive BIK. BIK non cash benefits that have a monetary amount such as private health insurance, company car etc

32.43% of all males and 42.65% of all females received BIK in the relevant period which can be seen on the chart below.

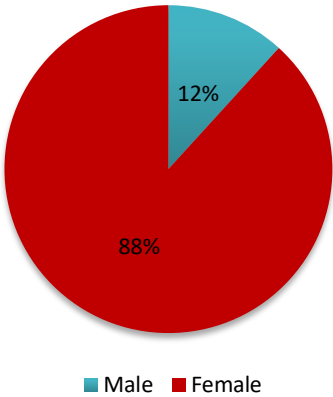
Proportion Receiving BIK



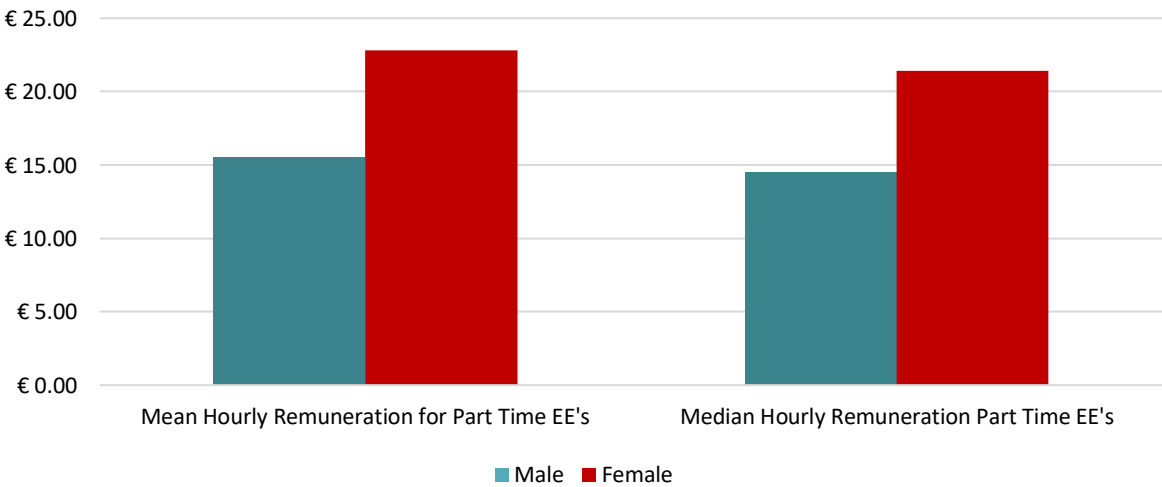
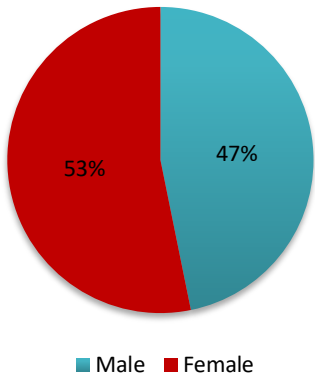
Part Time & Temporary Workers

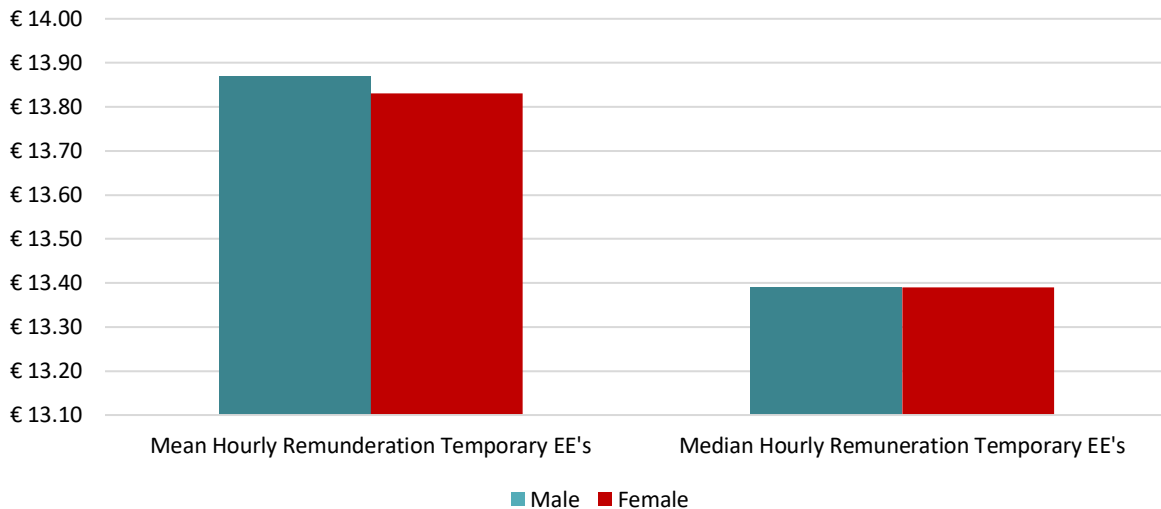
Below you will find the gender split for part time male and female employees and the gender split for temporary employees (those employees on fixed term contracts).

Total Number of Part Time Employees



Total Number of Temporary Employees





Our Actions

The main driver of the GPG in DB Schenker is that there are fewer women in the Logistics and Supply Chain industry and fewer women than men hold leadership roles within our Company. 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.

We continue to commit to improving equality amongst our workforce and this was demonstrated in the below areas to address the gender pay gap, to ensure balance across the business, to support our workforce in achieving their career goals and to attract diverse future talent.

