



# 2024 GENDER PAY GAP REPORT

DHL eCommerce UK





DHL eCommerce UK is part of the DHL Group and our people are at the centre of everything we do; they are the heartbeat of our organisation. We are therefore committed to attracting, developing and retaining our talent, with a heightened focus on how we can bring more women into the organisation and support them in their career development.

As an employer, we pride ourselves on being inclusive and diverse and we are committed to supporting everyone equally in all elements of their employment.









*Paula Gardiner*

**Paula Gardiner**

Vice President - HR

# PROPORTION OF MEN & WOMEN IN EACH QUARTILE BAND

The below table displays each quartile and the proportion of men and women in each.

	Men	Women
Upper quartile	81.2% 	18.8% 
Upper middle quartile	83.8% 	16.2% 
Lower middle quartile	76.6% 	23.2% 
Lower quartile	76.4% 	23.6% 

# HOURLY & BONUS PAY

The below shows our overall median and mean gender pay and bonus gap based on hourly rates of pay as of the snapshot date of 5 April 2024. The right-hand side graphic shows bonus pay paid in the year to April 2024.

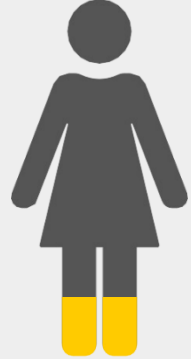
## Gender pay hourly rate for women

1.4% LOWER	↓	mean
2.6% HIGHER	↑	median

## Women's 12-month bonus

16.8% HIGHER	↑	mean
33% HIGHER	↑	median

Proportion of women who received a bonus payment



12%

Proportion of men who received a bonus payment



9%





## Understanding the results

This year DHL eCommerce UK continues to work on bridging the gender pay gap within our business. Despite the majority of our workforce being male, the median hourly rate favours women and we saw a higher proportion of females receive bonus payments.

Our main focus is to look at ways in which we can address the gap through pay analysis and creating the right environment. We want to ensure we continue to attract more women into the business and develop their careers.



### **Declaration**

We confirm that DHL eCommerce UK's gender pay gap calculations are accurate and meet the requirements of the Regulations.

The calculations, data and assertions confirmed in this announcement have been applied correctly under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'Stu Hill'.

**Stu Hill**  
CEO, DHL Parcel UK

