

# DHL EXPRESS IRELAND

## GENDER PAY GAP REPORT 2024

DHL Express (Ireland) Ltd (the “Company”, “we” or “our”) is pleased to publish its gender pay gap data for the reporting period 1 July 2023 to 30 June 2024, using a snapshot date of 30 June 2024.

Respect and results are the guiding principles at the core of our company values. DHL Express is the most international company in the world with a presence in more than 220 countries globally. As part of such a global company, in DHL Express Ireland we very much embrace equality, diversity and inclusion and we are proud to offer excellent career opportunities to all our staff.

The Company maintains a strong female representation at 43% of the workforce and has improved its proportionate representation of woman at senior levels through promotion throughout the reporting period. Women now occupy 51% of people management roles across the company and 33% of the positions on the DHL Express Ireland Board of Management.

Most fundamentally of all, it is very important to note that that we offer equal pay to our male and female employees who are performing the same roles or undertaking comparable work.

**Mike Farrell**  
Interim MD DHL Express Ireland Ltd

**HOURLY PAY GAP**  
MEAN 13% MEDIAN 12%

**PROPORTIONS OF MALES & FEMALES RECEIVING BONUS**  
MALE 96% FEMALE 98%

**BONUS PAY GAP**  
MEAN 39% MEDIAN 23%

**PROPORTIONS OF MALES & FEMALES RECEIVING BIK**  
MALE 57% FEMALE 63%

**PART-TIME PAY GAP**  
MEAN 13% MEDIAN 11%

Pay Quartile	Males	Females
Lower	40%	60%
Lower Middle	56%	44%
Upper Middle	64%	36%
Upper	68%	32%

