



Cargo

# DB Cargo UK (Limited)

Gender Pay Report

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2023 / 2024



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# Gender Pay @ DB Cargo

*DB Cargo (UK) Limited (the Company) is committed to providing equal opportunities to its employees and preventing unlawful and unfair discrimination. The Company will not tolerate discrimination and will promote a culture that values openness, inclusion and transparency*

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# 2023\* In Summary



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**11.2%**

▼ **0.1% 2022**

Mean gender pay gap

**25.7%**

▲ **1.0% 2022**

Median gender pay gap

**9.18%**

▲ **0.26% 2022**

% Workforce Female Employees

**3.2%**

▼ **11.7% 2022**

Mean gender bonus gap

**12.2%**

▼ **6.8% 2022**

Median gender bonus gap

**Opportunity...**

*\*snapshot date of 5<sup>th</sup> April 2023*



# Gender Pay Gap 2023

## Mean (Average) Gender Pay Gap



The mean gender pay gap is the difference in average pay between all men and women in our workforce. We continue to be pleased to see the difference in men and women's pay, decrease, year on year.

# 11.2%

2020 - 14.4%  
2021 - 12.7%  
2022 - 11.3%

## Median (mid-point) Gender Pay Gap



The Median gender pay gap is the difference between the midpoints in the range of hourly pay for men and for women. The gap continues to close, meaning that now, for every £1 a man earns at DB Cargo, a woman will earn 74p, compared to 70p, five years ago.

# 25.7%

2020 - 25.3%  
2021 - 29.2%  
2022 - 24.7%

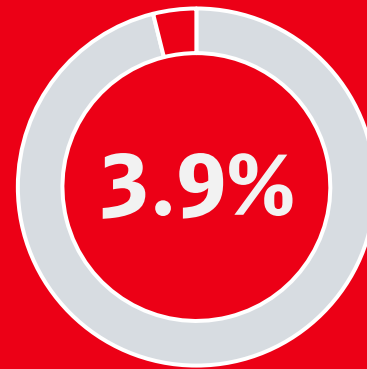
# Female colleagues and Pay Quartiles



Q1



Q2



Q3



Q4

% Female Employees	Quartile 1	Quartile 2	Quartile 3	Quartile 4
2019	18.1% ▫	7.8% ▫	3.9% ▫	5% ▫
2020	18.8% ▲	7.1% ▼	4.1% ▲	4.9% ▼
2021	17.9% ▼	7.6% ▲	2.8% ▼	7.2% ▲
2022	18.5% ▲	8.5% ▲	3% ▲	6.6% ▼
2023	6.7% ▼	20.5% ▲	3.9% ▲	6.9% ▲

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

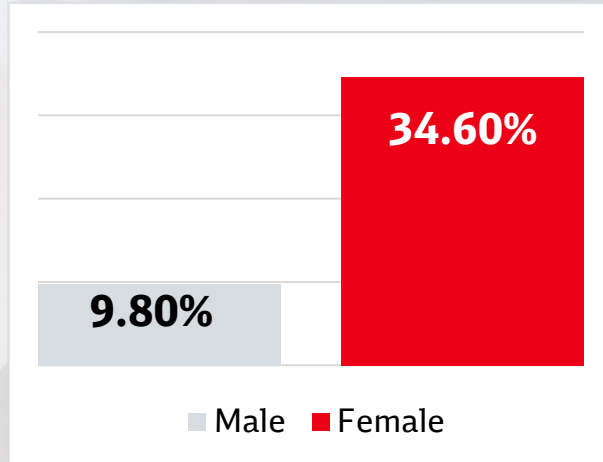
▲ / ▼ Increase/decrease to previous year Red / Green Positive or Negative trend

# Bonus Pay Gap

We operate a Bonus scheme that is paid to employees based on their terms and conditions. Within the overall population of employees, a considerable proportion of male employees are not eligible to receive bonuses.

Proportionately more males than females are in the higher salary quartiles and consequently receive higher bonuses, but there remains a greater proportion of females who receive a bonus

Bonus payments are performance led – both personal and organisational. Our improvement year on year is testament to the number of females working in roles which command a bonus and continue to perform highly in supporting our business



# 3.2%

2020 - 17.5%  
2021 - 15.6%  
2022 - 15%

# Mean Bonus Pay Gap

# 12.2%

2020 - 20.4%  
2021 - 25.5%  
2022 - 19%



# Median Bonus Pay Gap

## Gender Pay @ DB Cargo

It is evident from national reporting that there remains an imbalance in the workplace when it comes to gender pay.

The Office for National Statistics (ONS) reports a general reduction over time of the Gender Pay Gap, standing at 14.3% across all employees, in April 2023<sup>1</sup>. It remains helpful to know that DB Cargo's trajectory is in keeping with the wider business world despite the work that still needs to be done.

generally in relation to inequality in pay, we will continue to assess the best way in which we can reduce this gap, particularly within the historically male dominated railway industry.

There remains much work to be done to better understand this issue and the company will take steps to address under representation in its workforce, ensuring that a diverse and inclusive employment demographic continues to help drive our business forward.

Notwithstanding the challenges



<sup>1</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>



# What have we done about the Gap?



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We remain committed to addressing both our own gender pay gap and the industry-wide gender disparity in Rail. We know that this is challenging - and recognise that to achieve this, we need to encourage more women to apply for, and excel in, our core roles in operations and engineering. Through our ongoing and developing initiatives, we are taking steps to address this balance and recognise we have more to do to 'close the gap'.



## Creating an evidence base

Since 2018, we have focussed on gathering data on gender equality in our business to help us make priorities for action. Our data monitoring helps us understand trends such as:

- the number of men and women applying for jobs, being recruited and getting promotions.
- the number of men and women leaving our organisation, and their reasons for leaving.
- the number of men and women in each role and pay band.
- the number of men and women requesting to work flexibly and their level within our organisation.

We will use this data to support current and ongoing initiatives which will help address this imbalance



## Strong Employment Policies

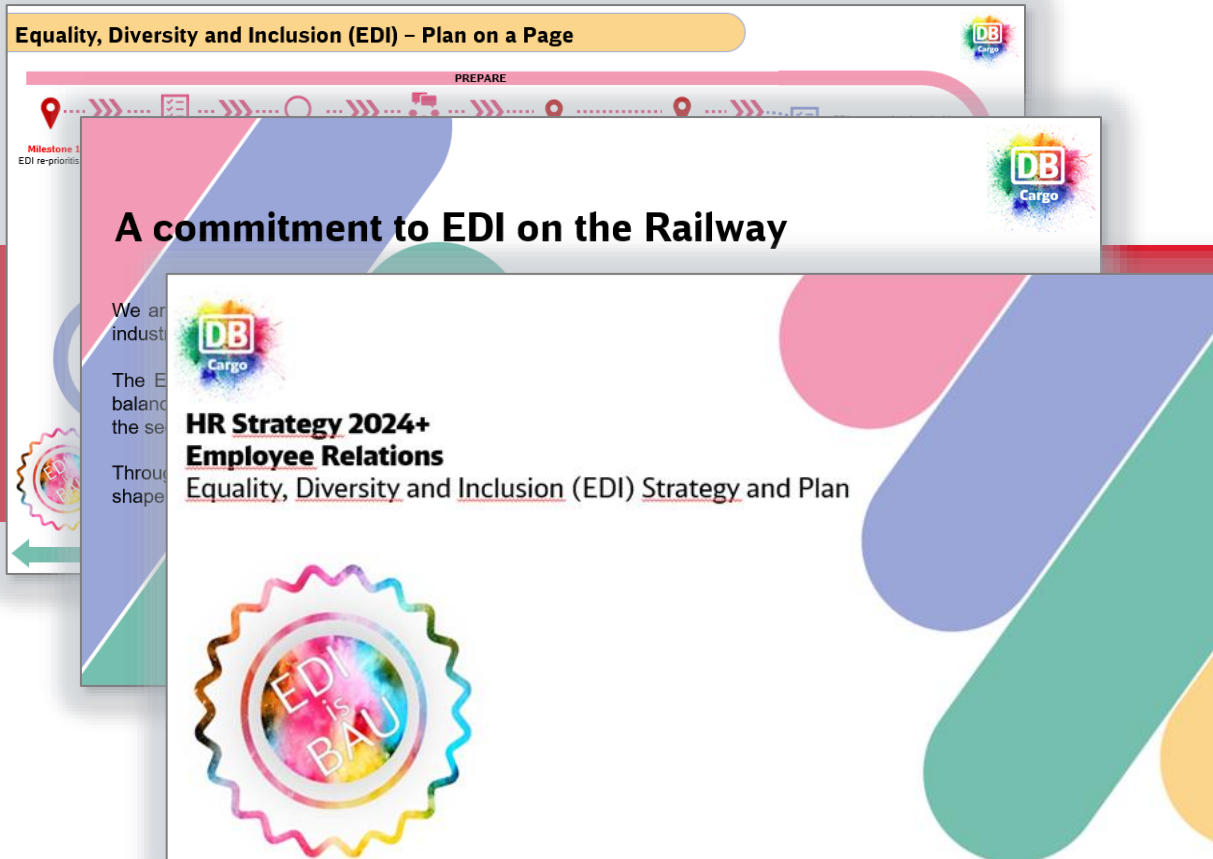
We continue to have a clear and transparent approach to all employment policies which support and encourage employees to take advantage of all legal rights when it comes to flexible working, especially those which are enhanced by the company. To further strengthen our support in this area we have introduced policies to cover support for the Menopause as well as Transgender and Inclusion and Neurodiversity.



## Supporting Colleagues

We have continued our efforts to improve our internal networks with the company's "Affinity Group"; a network of employees who come together regularly to support each other with personal and professional growth topics. Not confined to specific employee groups (men and women are invited, regardless of grade or seniority) this group continues to offer a supportive and encouraging environment for all colleagues to improve engagement and awareness. We also have exciting plans to further strengthen the input our networks have on our future approach to equality, diversity and inclusion.

# What next?



## In Q3 2024 we will launch our new Equality, Diversity and Inclusion Strategy

Working in partnership with our Senior Managers, Trade Union partners and colleagues, we will introduce a series of initiatives and measures which we expect to have a positive impact on the equality, diversity and inclusion for all colleagues at DB Cargo UK.

This key element of our People Strategy will position EDI at DB Cargo UK as 'Business as Usual', supporting our drive to not only address the gender pay gap within our organisation, but to continuously embed our core organisational values

“EDI will be BAU”







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