



# 2023 Gender Pay Gap Report



Elaine Kerr  
CEO

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At DPD, we recognise our amazing people are our best asset.

DPD's Diversity, Equality and Inclusion strategy is focused on ensuring that our recruitment practices, training and development opportunities, and career progression treat individuals objectively and on the basis of their own merit and ability.

*Elaine Kerr*



# Understand The Results

The analysis of our gender gap figures tell us that on average, women and men are paid very nearly the same rate, despite the majority of our workforce being male.

We operate a standardised pay structure across all roles to ensure that all employees, regardless of gender, are paid fairly and equally for the job they do.

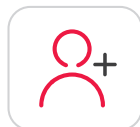
Our people are at the heart of everything we do and by continually nurturing our talent, we provide the platform and opportunity for an amazing career with DPD for all employees.



## Next Steps

We care about building an environment where all employees have access to the same opportunities. We'll continue our work towards this in two areas:

1.



### Recruitment

Ensuring we select the right person for the job, through fair and balanced processes

2.



### Development Opportunities

ensuring merit alone determines who our future leaders are

# 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 April 2022. The graphic below shows bonus pay paid in the year to April 2022.

## Gender pay hourly rate for women



## Women's bonus pay



Proportion of women who received a bonus payment

75%



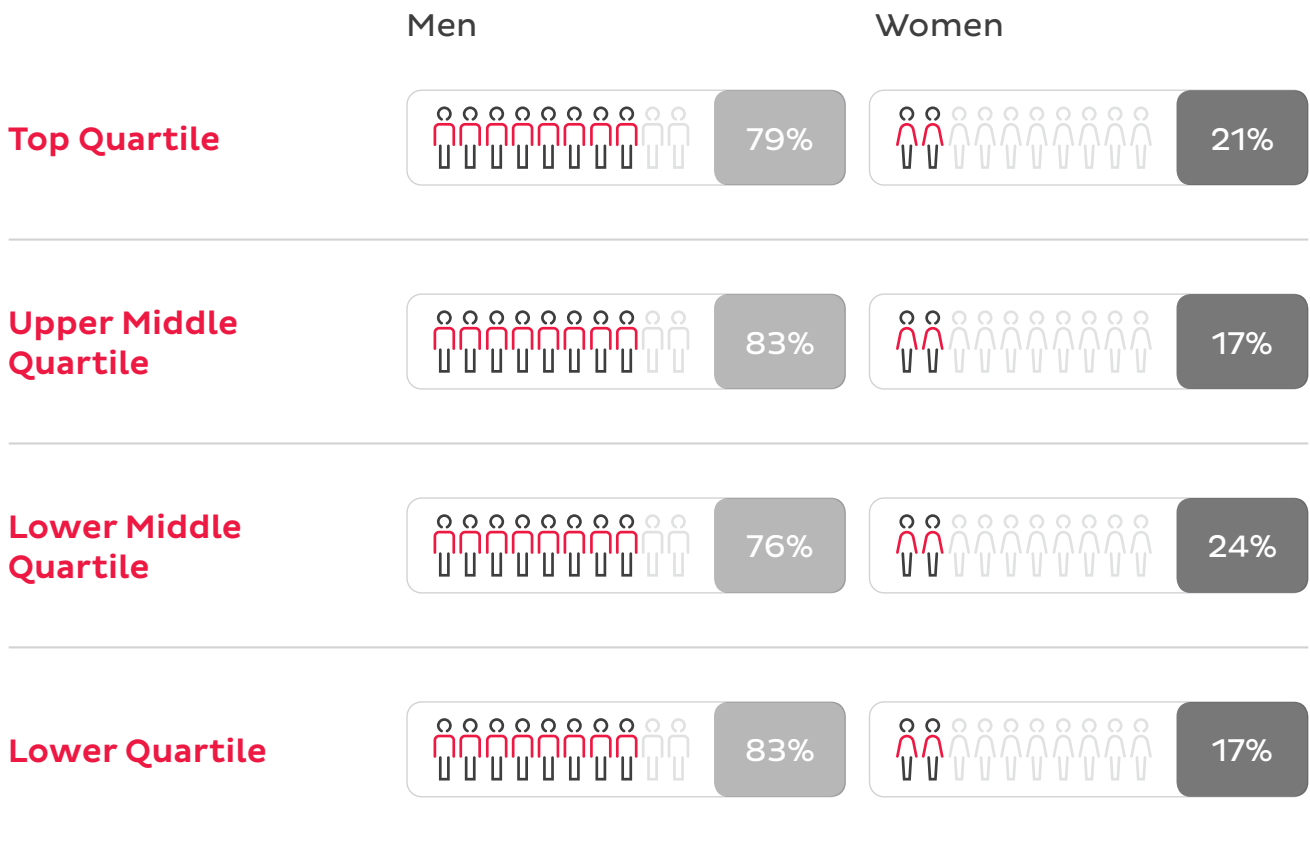
Proportion of men who received a bonus payment

89%



# Proportion of men & women in each quartile band

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





**Sharon Hughes**  
Director of People & Talent

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# Declaration

We confirm that DPD'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 that reads "S. Hughes".



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