



DB Cargo UK: **Gender Pay Report** 2020/2021



Gender Pay Analysis

Bonus Pay Gap

Understanding DB Cargo's
Gender Pay Gap

Reducing the Gap

Our business

DB Cargo UK is the largest rail freight company in Great Britain, maintaining and operating a fleet of around 260 modern locomotives and over 7,700 wagons.

Our 2,500 employees take great pride in the role we play in keeping Britain's businesses and industries running.

Our core markets are metals, waste, automobiles, chemicals and aggregates and through our intermodal services we connect ports, terminals and distribution centres, ensuring the speedy delivery of some of Britain's biggest High Street brands to Britain's consumers.

In addition, we also provide world-class track maintenance to Network Rail and a unique rail breakdown and recovery service to other operators.

It's not just freight we transport; we carry people too operating some unique charter and steam services, including the Royal Train.



Welcome to the DB Cargo (UK) Ltd Gender Pay report

This is the fourth annual Gender Pay report since the introduction of the reporting requirements in 2018. We remain committed to reporting on what we consider to be an important subject, not only for our Company but also for the industry as a whole.

Like previous years, we continue to see a significant imbalance across the total population of the Company with around 90% of roles being occupied by Males.

We also see the greatest proportion of Males continuing to occupy the higher paying train driver role and whilst this has fallen in the 12 month period to 34%, such a significant difference in the demographic is undoubtedly the cause of pay differences across the business.

We do however continue to see a positive downward trend in the mean pay gap to 14.4%; a fall of 3.5% in the last 12 months.

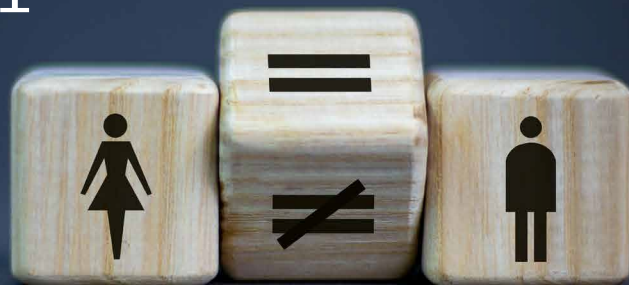
As we continue our ambitious journey to become Europe's leading rail logistics provider, we know that delivering solutions which meet the needs of our customers will rely not only on our network and service but also our people excellence and that this can only be achieved through the breadth and depth of skills in a diverse workforce

We recognise that further steps are required to see real change across the industry, and we are pleased to continue to play our part, despite the significant challenges of the last year.

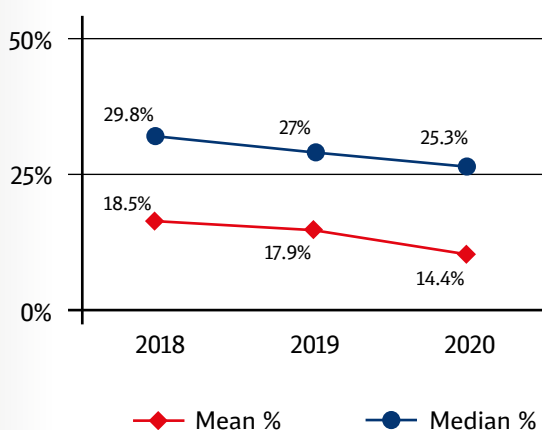
We remain committed to playing our part in making our Company and industry a more diverse, inclusive and fair place to work.

Andrea Rossi
CEO, DB Cargo UK

Our Gender Pay Analysis 2020/2021



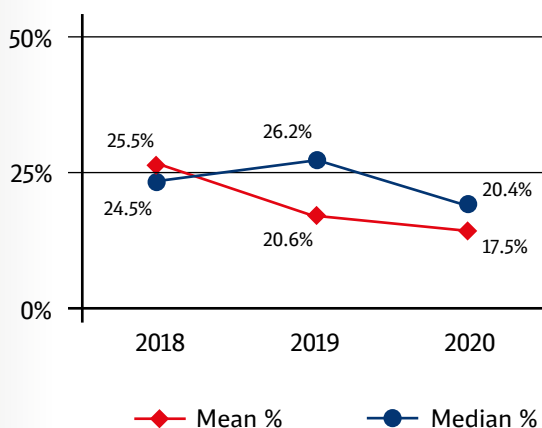
Mean/Median Pay Gap % Year on Year



A continued focus on recruitment and development activities across the business has resulted in a sustained reduction in the mean gender pay gap of a further 3.5% in the last 12 months. This amounts to a total reduction of 4.1% over the last 4 years of the reporting period.

Whilst the median pay gap also continues to show a decline, this tends to be reflective of bonus payments in the higher salary quartiles.

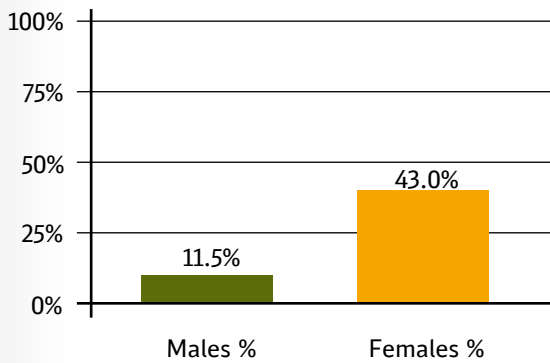
Bonus Pay Gap % Mean/Median Year on Year



Similarly, we continue to see a positive change in the Mean Bonus Pay gap with an overall fall of 8% over the last 3-year reporting period.

Bonuses are performance related and there continues to be a greater proportion of females across the business in roles eligible to receive a payment.

Bonus Recipients by Gender of the total business



Again, there continues to be a positive change in the bonus recipients with more females now receiving a bonus; an increase of 1.4% since the previous year.

Pay Quartiles - % of Gender per quartile



It is well known that the higher paid Train driver roles, which make up over 30% of roles in the business, are overwhelmingly occupied by males; a problem shared across the industry. It is no surprise then that the upper quartiles continue to see such a discrepancy.

Quartile	2018		2019		2020	
	Male %	Female %	Male %	Female %	Male %	Female %
Q1	83.1%	16.9%	81.9%	18.1%	81.2%	18.8%
Q2	91.0%	9.0%	92.2%	7.8%	92.9%	7.1%
Q3	97.3%	2.7%	96.1%	3.9%	95.9%	4.1%
Q4	94.8%	5.2%	95.0%	5.0%	95.1%	4.9%

Positively however there have been many improvements in the imbalance across these quartiles in the last 3 reporting years.



We value our people and know that they hold the key to our continued success. As we continually refine our recruitment and development activities, we expect to continue to demonstrate the strongest commitment to ensuring gender bias in all areas of our business is eradicated.

Understanding Gender Pay Reporting

This report is produced under the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference in the average pay between all men and women in our workforce.

There is a clear difference between this and Equal pay, which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

Gender Pay @ DB Cargo

It is evident from the Gender pay reporting carried out by all businesses that there remains an imbalance in the workplace when it comes to gender pay.

Notwithstanding the challenges 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 confines of the very traditional railway environment.

There remains much work to be done to better understand this issue and the company continues to assess the areas of under representation in its workforce, ensuring that a diverse and inclusive employment demographic continues to receive critical focus.

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